



Agile Organisational and System Development and Design Training Programme.

“Extremely useful, really enjoyable and productive – good use of our time” *Previous participant*

About Brian Lawson:

Brian has over 20 years experience of organisational and system development and design, which ranges from whole system redesigns of education systems to single service, single issues reviews. Other work includes:

- Major redesign International Charity.
- Redesigning failing systems.
- Repositioning manufacturing company.
- Helping University Libraries respond to the digital age.
- Helping big public bodies integrate services save money and become more effective.
- Helping restaurants and architecture practices successfully expand.

Key Aims of the Programme:

- To provide participants with an experiential development programme in 2 x 2 day blocks to support them in developing an agile system or organisational development programme for implementation.
- To understand and utilise key conceptual frameworks used to create agile approaches.
- To understand the risks and issues to be addressed in using this approach.
- To be clear about the leadership governance and accountability in relation to agile organisational and system change.

Day One - Finding Our Way

Session One

Exploring our shared experiences of organisational and system design.

Session Two

Agile approaches to organisational and system design.

Lunch

Session Three & Four

Trying it out: a boot camp approach to organisational and system design.

Finish

Day Two - Having a Go

Session One

Exploring change and transition as part of organisational change and system design.

Session Two

Understanding and managing complexity, contingency and emergence as part of the process.

Lunch

Session Three & Four

Trying it out: a change, action, leadership workshop to create a prototype to test before the next workshop.

Finish

Day Three - Developing our Work

Session One

Appreciative inquiry: reviewing the progress from the first two days and developing our community of practice.

Refreshments

Session Two

Connecting it up: wider systems, risks and issues in creating functioning prototypes.

Lunch

Session Three & Four

Hothouse workshop part one to create second level prototypes for new system and organisational design.

Finish

Day Four - Completing a Process

Session One

Leading organisational development and system design: risks and issues.

Refreshments

Session Two & Three

Hothouse workshop part two: final preparation for rolling out a redesign process.

Lunch

Session Four

Planning to impact on system or organisational redesign: governance, accountability programme management and communication.

Finish



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