EODF Masterclasses

Module 1: Seeing and Thinking

For us, Organisational Design is:

"A systematic and holistic approach to aligning and fitting together all parts of an organization to achieve its defined strategic intents."

During the masterclass we will share some cases. The approach would be a "story telling approach" around org design cases.

Our hope is to:

- Place Organisation Design into the broader movement of 'design thinking' (seeing that we will be in the capital of design!) Specifically, what does it mean to be a designer?

- Provide participants with a framework that will allow them to make sense of current and future developments in Design Thinking (i.e., Holacracy, Requisite Organisations, Network Systems and Adaptive Work Systems) and, investigate those developments to determine whether they can be applied to the organizations participants are designing.

- Connect contemporary trends/hypes to classical thinking.

Faculty for this masterclass will consist of EODF Board Members.

"There are a great many voices, thinkers, doers and practitioners that are all tackling the challenges [of enabling organizations to be more engaging, meaningful, fun and productive] as they can be for what is an uncertain future" [Brown-Martin, Learning Re-Imagined, 2014]

"Any intelligent fool can make things bigger, more complex, and more violent. It takes a touch of genius — and a lot of courage to move in the opposite direction." - Ernst F. Schumacher, Small Is Beautiful, 1973

Module 2: Doing Design

In this second module of our series of masterclasses, we will focus on the 'how' of organisation design: different end-to-end design approaches, each with their pros and cons. It will be a hands-on, one-day masterclass in which participants can work on reviewing and improving the approach for their own project with the help of our experienced faculty.

Subjects that will be covered in this masterclass include:

• Critical elements of a good design approach

• Top-down versus bottom-up approaches

• Expert-based approaches versus collaborative design processes.

The EODF Masterclass 'Doing Design' is suitable for professionals who have completed EODF Masterclass module 1 ('Seeing and Thinking Design') or can demonstrate an equivalent level of experience.

Faculty for this masterclass will consist of EODF Board Members.

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