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a core business
practice that will
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capabilities.

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organization should
support broader
learning. • Learning

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must go beyond your
? rm. Help your
supply chain and
value network learn. •
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cant factor in
“strategy ...

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Economist

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Organization provides
a framework for a

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and strategic
perspective of the
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agenda that puts
special emphasis on
integrating learning
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interventions with the
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strategic process of
the firm.

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There is a general move away from focusing on developing individuals as a means of improving leadership skills in an organization – and looking at the whole system of the organization, and how the organizational design is crucial to establishing an

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environment where
knowledge can be
generated, shared
and deployed
effectively to improve
performance.

Designing the Smart
Organization - IEDP

To illustrate this new
framework, Designing
the Smart
Organization features
10 highly detailed

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case studies about
strategic learning
initiatives from major
global players such as
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Deutsche Post DHL –
as well as a stunning
case from the world of
the U.S. Army. Each
story focuses on a

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common issue facing
many organizations
today and illustrates
how that company
successfully
responded to this
challenge by ...

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Summary by Roland
Deiser

Strong organization design relies on holistic design and alignment of four major design elements to shape target behaviors.

When it comes to reorganizing, companies have little room for error. The following six factors

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are critical to flipping
the odds of success in
a reorganization:

Synchronize design
with strategy.

Corporate
Organization Design -
BCG Global

BCG's Smart Design
approach involves
three main steps—the
why, what, and how
(see Exhibit 2): Define
the purpose of the

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reorganization (the
why). Determine the
behaviors that will
support that purpose
and design the
organization in such a
way as to promote
those... Make it
happen (the how).

A New Approach to
Organization Design

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Deiser Filling a gap in
the literature, this
book offers an
innovative
interdisciplinary
approach to learning
for corporate strategic
development, linking
the domains of

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Smart,
organizational design,
and learning.

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Innovation.. [Roland
Deiser] -- Filling a gap
in the literature, this
book offers an
innovative
interdisciplinary
approach to learning
for corporate strategic
development, linking
the domains of

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Designing the Smart Organization : How Breakthrough ...

Click the box in the organization chart that you want to apply a hanging layout to. Under SmartArt Tools, on the Design tab, in the Create

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Graphic group, click
Layout, and then do
one of the following:

Note: If you do not
see the SmartArt
Tools or Design tabs,
make sure that you
have selected a
SmartArt graphic.

Create an
organization chart -
Office Support

on the development of

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a Smart Tourism
Organization and
?nally designing of
How Smart Tourism
Organization (STO)
for Tourism Manage-
ment for tourism
organization of South
Khorasan province.
The main criterion for
determining the
factors is the Delphi
methodology of the
experts. 2. Theory

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The idea of a smart organization has a profound impact on how they

Breakthrough

Designing of smart
tourism organization
(STO) for tourism ...

Designing the smart organization : how breakthrough corporate learning initiatives drive strategic change and

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innovation. [Roland
Deiser] -- "Increased
competition in the
international
marketplace and the
volatile and ever-
changing economic
landscape have put
the spotlight on
corporate learning as
a business function
that can help ...
Innovation

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Deiser Praise for

Designing the Smart

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any qualification and

only with heartfelt

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enthusiasm, this book
should be read
immediately by every
leader in every
institution. My
excitement is based
on three ...

Designing the Smart
Organization : How
Breakthrough ...

This presentation
deliberates on a new
approach to

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reorganization—the
Smart Organizational
Design—the principles
that govern the new
approach, and
provides a
comprehensive
overview of the 3
steps that are critical
to implement the new
approach: 1. Purpose:
Define Why
Reorganization Is
Necessary 2.

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ocio- T echnical

systems design and

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organizational

theories and practices

for the 21st century

[SmarT] = Co-creation

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