MANAGEMENT

MG48-2 Organisational Design for Performance

Many organisational challenges are not people issues — they are design issues. Work is often structured in ways that create complexity, slow decision-making, and limit performance. This programme focuses on how leaders actively redesign work and organisations, rather than simply managing within existing constraints. Participants will examine how work flows, how roles are defined, and how decisions are made, and take ownership for improving these conditions. The programme provides a practical framework and tools to simplify work, improve flow, and create structures that enable better outcomes.

Course Information

Duration: 2 days

London (£1980): 4th May 2026, 29th June 2026, 17th August 2026, 5th October 2026, 30th November 2026, 15th March 2027, 10th May 2027, 12th July 2027, 6th September 2027, 25th October 2027, 13th December 2027, 20th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is designed for senior leaders, HR professionals, and operational managers involved in organisational design, transformation, or improving how work is structured and delivered.

Course profile

Designing Better Work

- Understanding how work design drives performance and outcomes
- Identifying low-value work, duplication, and structural inefficiencies
- Redesigning roles and tasks to focus on high-impact activity
- Using the Workflow Mapping Toolkit to improve flow of work
- Aligning work to strategic priorities and reducing complexity

Designing Effective Organisations

- Understanding how structure and decision-making impact performance
- Identifying organisational barriers and inefficiencies
- Applying the Work Design Blueprint to redesign roles and structures
- Clarifying accountability, ownership, and decision rights
- Improving collaboration and reducing silos
- Building a practical implementation plan for organisational improvement

Competencies

At the end of this course, delegates will be able to:

- Diagnose organisational inefficiencies linked to work design and structure
- Apply the LMC Work Design Blueprint to redesign work and roles
- Simplify processes and improve flow across teams
- Clarify ownership, decision-making, and accountability
- Lead changes to organisational design that improve performance
- Identify a clear diagnosis of where organisational design is limiting performance
- Produce a redesigned approach to work, roles, and responsibilities
- Establish improved clarity on decision-making and accountability structures
- Build a practical Work Design Blueprint for implementation
- Develop greater confidence in leading structural and operational change

Course Booking

Call us: +44 (0) 207 724 6007

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www.lmcuk.com

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