

MASTER CLASS ∞ SERIES: ORGANISATION DESIGN IN TURBULENT TIMES - IMPROVE BUSINESS PERFORMANCE TODAY!



Conducted by Prof. Dr. Mark Bussin

Prof. Dr. Mark Bussin, BSc, HDPM, MM, M.Com, D.Com GRP CCP FIoD

Mark is an experienced Remuneration and management consultant and business owner, and is an academic at 6 different universities. He is an Adviser to the Government of South Africa and Kenya, and he continues to serve on and advise numerous Boards, Audit and Compensation Committees (including Impala Platinum Holdings Limited, a listed company and second largest platinum mine in the world) and Standard Bank, to name a few. With a firm understanding of business, management, and board level decision making, Mark is a practicing consultant whose services are engaged by government and corporate entities. Previously, he was an ex-shareholder of Price Waterhouse London, and has held management roles in MNCs in Resources, FMCG and Financial Services industries.

As the Chairman of 21st Century (Pty) Ltd, one of the largest Remuneration and HR consultancies in Africa, he leads a team of more than 60 specialists, serving over 1700 clients – including non-profit organisations, private companies, government, parastatals and over two thirds of the companies listed on the Johannesburg Stock Exchange.

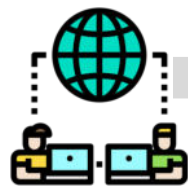
Mark supervises and lectures to MBA, Master's and Doctoral thesis students in the area of Leadership, Strategy, HR, Reward, Compensation and Performance. He is also an author of several books (some prescribed by universities) and has published or presented 65 academic articles and over 450 popular papers. He is often sought by the media to appear on television, radio, and in the press for expert views as he was a commissioner in the Presidency.

He has been visiting Singapore and Asia over the past 10 years to speak at conferences, and to facilitate several courses and Masterclasses. He is also a board and faculty member for WorldatWork USA, and is certified as a Global Reward Professional (GRP) and Certified Compensation Professional (CCP).



SYNOPSIS

- Benefit from leading international author, professor, consultant, professional board director with 27 years' of experience in more than 10 countries.
- Pre-reading required for **two** 3-hour masterclass sessions
- Cover and discuss application of topics covered in Prof. Dr. Bussin's "Organisation Design for Uber Times" and "The New World of Work" books



LEARNING OBJECTIVES

- Anticipate mega-trends and changes
- Learn how to identify your organisation's strategy, market position and where you organisation is in the business life cycle
- Unpack well-known organisation design models, frameworks and processes
- learn how to design in this age of disruption
- understand the impact of robots and artificial intelligence on your organisation
- design jobs, as well as organisation layers, that match best practice organisation design
- implement the remuneration principles required to support this design
- understand what a high-performing organisation is



OUTLINE

1. Global Changes
2. Machines, Robots and Artificial Intelligence
3. Organisation Design vs Organisation Development – The Link
4. Organisation Strategy and Anticipating The Future – It All Starts Here
5. Structure Follows Strategy
6. Restructure or Reconfigure
7. Tried and Tested Organisation Designs and Frameworks
8. The Future Requires a New Operating Model – The Virtual Organisation
9. Work Design – How to Design the Job, Not Too Much and Not Too Little
10. Tall or Flat Structure
11. What is a High Performing Organisation?
12. Remuneration and Reward in High Performing Organisations
13. Metrics for Tracking Organisation Performance
14. Organisation Design in this Age of Disruption – Summary and Pulling It All Together



METHODOLOGY

Leave with knowledge and tools to assess where your organisation is, how to structure it for the future and which metrics to use to track organisation success

Cases referred to:

COCA COLA, ING, SPOTIFY etc.
Prof. Bussin's management, direction and outcome of premier IT company using a turnaround strategy + lesson learnt

Pre-reading articles includes:

Build an agile organisation
What would Organisation Design look like in Turbulent Times?

19 AUG 2020, TWO 3-HOUR SESSIONS @ 9AM & 2PM
USUAL COURSE FEE: \$1,500 | COVID-19 SNEF FUNDED FEE: \$280*/PAX

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