

Functional of Certified Organizational Design and Manpower Planning Professional

Online

9 - 13 February 2026

UK Training

PARTNER



Functional of Certified Organizational Design and Manpower Planning Professional

Code: HR28 From: 9 - 13 February 2026 City: Online Fees: 1700 Pound

Introduction

This course answers a simple yet critical question: "What is the best way to help organize and assist a group of professionals focus on achieving a collective objective?" The aim of this course is to enable participants to maximize the efficiency and effectiveness of their organizational structure in alignment with strategic objectives, environmental complexity, and workforce availability and readiness to perform.

Organizational design is perceived as a collective responsibility, where Human Resources HR professionals facilitate and guide the process. With this in mind, the course will provide a comprehensive toolkit to enable HR staff to facilitate and guide the organizational design process systematically. The toolkit includes resources such as brainstorming charts used during the analysis stage, design templates, and facilitation guides, including agendas for working sessions. In other words, this course addresses the functional needs of participants and ensures their capability to implement the concepts learned.

Course Objectives

By the end of this course, you will be able to:

- Differentiate between common organizational structure archetypes and understand their impact on individual and organizational performance.
- Analyze organizational design elements, including but not limited to strategic goals, scope of operation, governance, competence, and span of control.
- Co-design or redesign organizational structures using a comprehensive toolkit.
- Improve organizational readiness for change by identifying enablers such as incentive schemes or operating mechanisms.
- Apply workforce planning methods to define workforce gaps at both the departmental and organizational levels.
- Acquire the HR skills necessary for an organizational design professional, such as job evaluation and job description writing.

Course Outlines

Day 1: The Evolution of Organizational Design Models

- Definition and objectives of organizational design.
- The evolution of organizational design models and the characteristics of each.
- Leavitt Diamond Model technology, task, people, and structure.
- Galbraith Star Model strategy, structure, processes, rewards, and people.
- McKinsey 7S Model strategy, structure, systems, staff, skills, styles, and shared values.
- Burke-Litwin Model McKinsey 7S factors plus external environment, performance, and feedback.

UK Training
PARTNER



Day 2: Organizational Archetypes

- Common types of organizational structures and their implications on organizational effectiveness:
 - Functional.
 - Geographical.
 - Customer or Market.
 - Product.
 - Process.
 - Matrix.
- Frameworks to help you position your organization and determine critical factors such as position overlap and span of control.
- Environmental complexity and stability framework.
- Work standardization framework: work variety vs internal ability.
- Classifying operating mechanisms.

Day 3: Functional Toolkit for Design and Redesign of Optimal Organizational Structures

- Who should be involved and the HR role and responsibilities.
- Elements to analyze and consider:
 - Goals: Linking structure to strategy.
 - Limits: Scoping and focusing organizational design work.
 - Activities: Defining key activities to deliver strategy and decision-making requirements.
 - Units: Separating functions into units to drive focus and specialization.
 - Links: Coordinating and collaborating across units to avoid silos and foster cooperation.
 - Shape: Defining spans and hierarchy layers.
- A comprehensive toolkit to plan and design your organizational structure.
- A radar chart to indicate change initiatives required for the success of the new design.

Day 4: Workforce Planning

- Defining workforce planning.
- Forecasting employee needs:
 - Static approach.
 - Dynamic approach.
- Keys to successful workforce planning.
- Strategic staffing processes.
- Demand analysis:
 - Trend analysis.
 - Ratio analysis.
 - Zero manning methodology.
 - Capturing and tabulating data.

Day 5: Essential Skills to Master as an Organizational Design and Workforce Planning Professional

- Job evaluation: Using the Meirc job evaluation system and its implications.
- Job description writing for new or amended roles in compliance with job evaluation system requirements.
- Salary structures and incentive schemes.
- Improving staff readiness through learning and development.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, sans-serif font.

UK Training
PARTNER

Why Attend This Course: Wins & Losses!

- Gain a deep understanding of organizational design types and how to apply them in real-world business environments.
- Learn how to strategically plan workforce needs through effective manpower planning and workforce planning methods.
- Acquire comprehensive tools and techniques to redesign or design an organizational structure that aligns with strategic goals.
- Master the essentials of workforce planning and manpower planning, ensuring your organization is well-positioned to tackle future challenges.
- Obtain an organizational design certification recognized by industry leaders, enhancing your professional credentials.

Conclusion

This course equips you with the essential knowledge and skills to improve the design of your organization and ensure it aligns with strategic goals. By mastering manpower planning, workforce planning, and various organizational design types, you will be prepared to face modern organizational challenges.

Register today and gain the organizational design certification that will advance your career and enhance your professional development in organizational design and workforce planning.

A graphic of a chessboard with several pawns. A large gold king piece is prominent in the foreground, with other pawns in gold and silver behind it. The text 'UK Training' is above the word 'PARTNER' in a bold, sans-serif font.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



Florence (Italy)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding), Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

