

Modern Models in Designing and Developing
Organizational Structures and Job Descriptions

Lyon (France)

2 - 6 March 2026

UK Traininig

PARTNER



Modern Models in Designing and Developing Organizational Structures and Job Descriptions

Code: HR28 From: 2 - 6 March 2026 City: Lyon (France) Fees: 4200 Pound

Introduction

Adopting modern models in designing and developing organizational structures and job descriptions has become essential for institutions seeking efficiency, clarity, and sustainability. An effective organizational structure improves communication, clarifies responsibilities, and ensures optimal use of human resources. At the same time, a well-developed job description defines role expectations precisely, supporting recruitment, performance evaluation, and employee motivation.

This course provides participants with practical frameworks and updated methodologies to build flexible organizational structures and design comprehensive job descriptions that align with long-term institutional goals.

Course Objectives

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

- Understand the fundamentals of modern organizational structures and job descriptions.
- Apply modern models in organizational design.
- Create precise and comprehensive job descriptions.
- Align structures with institutional strategy and objectives.
- Improve HR efficiency through integrated job descriptions.
- Develop mechanisms for reviewing and updating structures and roles.
- Address challenges in restructuring and organizational change.

Course Outlines

Day 1: Fundamentals of Organizational Structures

- Definition and importance of organizational structures.
- Traditional vs. modern models of design.
- Core principles of effective structures.
- Types of structures functional, matrix, network, hybrid.
- Linking structure to institutional performance.
- Practical exercise: analyzing an existing organizational structure.

Day 2: Analysis and Design of Structures

- Steps for building effective structures.
- Defining management levels and responsibilities.
- Criteria for distributing authority and accountability.
- Tools for workload analysis and task allocation.
- Case study: restructuring a functional department.
- Workshop: developing a sample organizational structure.

The logo for UK Training Partner features the text 'UK Training' in a small, black sans-serif font, with 'PARTNER' in a large, bold, black sans-serif font below it. The background of the logo is a stylized chessboard with a king piece in the foreground.

Day 3: Job Descriptions and HR Integration

- Concept and objectives of job descriptions.
- Components of a comprehensive job description.
- Defining roles, tasks, and responsibilities.
- Linking job descriptions to performance and evaluation.
- Setting key performance indicators KPIs for roles.
- Practical exercise: creating a job description card.

Day 4: Modern Models in Structures and Job Descriptions

- Shifting from rigid to flexible structures.
- Competency-based job descriptions.
- Integrating technology in structural design.
- Using AI to support HR decisions.
- Case study: successful restructuring initiative.
- Workshop: applying a modern model to a sample institution.

Day 5: Evaluation and Continuous Development

- Mechanisms for reviewing and updating structures.
- Keeping job descriptions aligned with organizational change.
- Addressing resistance to restructuring.
- Contingency planning in structural development.
- Criteria for measuring structure and role effectiveness.
- Final exercise: developing a continuous improvement plan.

Why Attend This Course? Wins & Losses!

- Gain knowledge of modern models in organizational structures and job descriptions.
- Learn to design flexible and efficient organizational models.
- Build accurate job descriptions that enhance performance.
- Align structures with strategic goals.
- Strengthen HR processes for recruitment and evaluation.
- Increase organizational adaptability to change.
- Improve institutional productivity and performance.
- Support sustainable growth and competitiveness.

Conclusion

Adopting modern models in designing and developing organizational structures and job descriptions is a cornerstone for building institutions that are adaptable, efficient, and sustainable. Effective structures provide clarity in roles and responsibilities, while comprehensive job descriptions enhance recruitment, performance evaluation, and employee engagement.

This course equips participants with the tools and practical methods to design and update organizational frameworks and role descriptions that meet today's demands and anticipate future challenges. By applying these models, institutions strengthen their competitiveness, improve efficiency, and ensure long-term sustainability.

A graphic of a chessboard with several chess pieces, including a king, queen, and pawns, in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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)



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)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



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
 WS Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS Kuwait Foundation for the Advancement of Sciences KFAS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia Ministry of Interior, 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	 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

