Leadership & Organizational Design Overview

Designing and redesigning the organization in response to internal and external changes is a key leadership function. Organizational design is the process of selecting and managing aspects of organizational structure and culture to enable the organization to achieve its goals. One of the most important outcomes of organizational design is organizational structure, or the formal system of task, power, and reporting relationships. Organizational structure is the core of what coordinates, controls, and motivates employees to cooperate with and toward the attainment of organizational goals. When the organizational structure is aligned with organizational needs, it results in greater organizational efficiencies and less conflict.

This course introduces you to designing and redesigning an organization as it moves through the organizational life cycle. You will be introduced to the organizational life cycle as well as leadership strategies for restructuring, redesigning, and reconfiguring organizations as they evolve.

You will be leading an organization as it moves through the organizational life cycle. The organization is Eagle Aviation Industries in which you will serve as a leader as well as an advisory board member who provides input and strategic leadership throughout many changes in the organization.

Leaders who do best in helping their employees navigate a redesign and/or restructure will find ways to emphasize how the new organization will remain aligned around its purpose and how its values and culture will continue to anchor decisions and behaviors throughout this period of change.

More and more leaders—including those at the helm of well-run companies—are forced to undertake or at least consider a major restructuring. They and their teams may have little, if any, experience in doing so... Most time is spent focused on completing tasks and helping the organization succeed. Many external changes place pressure on the ability to consider the larger context of an organization’s environment. Large decisions are required for designing and structuring organizations. And, decisions made in the heat of the moment, sometimes without the right expertise, could have long-lasting, negative consequences.

It’s become more important than ever for leaders to think about what’s best for the current and future stakeholder community— and what strategy and resources are needed to fulfill all responsibilities. Welcome to Leadership & Organizational Design and welcome to your leadership roles within Eagle Aviation Industries!