Organization Design: A Guide to Building Effective Organizations

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A complete guide to organization design, this book offers an understanding of organizational theory as well as practical advice for how to implement OD in any organization. Divided into three sections, it covers the fundamentals of organizational design, provides a unique step-by-step methodology, and discusses solutions to recurring challenges.

Topics include: the essential building blocks, mapping design options, how to assess capability maturity, how to size an organization, and how to maintain design integrity over time. Readers will gain the confidence and skills to put great organization design into practice to ensure business success. With a Foreword by Mila N. Baker of NYU, The World Bank and NTL Institute of Behavior Change, this second edition features more tips for practitioners, summaries at the beginning of each chapter and reflections at the end of each chapter. It is updated with greater clarity on what design and designing is, deeper insight into why organizations are designed, an increased range of archetypes and new case studies and short examples throughout particularly focusing on adding HR and International studies.

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