

ORGANIZATIONAL DESIGN CERTIFICATE

Program Description

We live in a volatile, ever-changing world and yet the organizations in which we work are typically slow to evolve. How organizations are structured and how successful they are in adapting to change has a significant impact on the organizational health of the enterprise, and on the people within it. In this certificate program, you will be introduced to the field of organizational design, discovering how to identify different organizational structures and examine how they may be restructured to become more agile and successful amid industry, societal, and environmental change.

Through these courses, you'll explore conceptual frameworks and adopt the terminology used by professionals as you examine the array of organizations you interact with in your life. Practical projects will enable you to dive deeper as you analyze your own organization through these lenses. You will also gain perspective on the process of redesign and the ecosystems in which organizations are seated, assessing industry classification systems along with the roles of collaboration and competition. By applying different models of organizational design, you will be able to quantify and benchmark formal structural attributes of an organizational unit. Finally, you will practice integrating management systems, people practices, and culture with an organizational structure to achieve desired outcomes in your current role and beyond.

Key Takeaways

- Design or redesign an effective organizational structure
- Implement policies and processes that help an organization operate at its best
- Explore organizations as complex, multilayered, and dynamic systems
- Allocate people, resources, and capital within an organization

What You'll Earn

- Organizational Design Certificate from Cornell's ILR School and Dyson School
- 40 Professional Development Hours (4 CEUs)

Who Should Enroll

- Organizational design managers
- Executives (CEOs, VPS, division leaders, functional leaders)
- Merger and acquisition managers
- Corporate consultants

Total Investment

2 months to complete the program.

How to Enroll

For more information and to enroll, please visit Organizational Design Certificate (<https://ecornell.cornell.edu/certificates/financial-management/organizational-design/>).

The courses in this certificate program are required to be completed in the order that they appear.

Courses

Code	Title	Hours
eCornell ILR551	Fundamentals of Organizational Design	0
eCornell ILR552	Assessing Organizations in Context	0
eCornell ILR553	Analyzing Formal Organizational Structure	0
eCornell ILR554	Designing Organizational Systems	0