

Course No. 1388

Organizational Restructuring Training Course

**ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Organizational Restructuring Training Course is an advanced professional development program designed to equip leaders, managers, and specialists with the capabilities required to assess, redesign, and implement organizational structures that support strategic objectives, operational efficiency, accountability, and sustainable performance. Organizational restructuring may become necessary when institutions experience growth, changes in strategic direction, operational inefficiencies, overlapping responsibilities, regulatory developments, new business requirements, or significant changes in operating models. Successful restructuring requires a structured approach that balances organizational priorities with workforce needs and business continuity.

The course focuses on understanding the strategic and operational drivers of restructuring, assessing the current organizational structure, and identifying weaknesses in roles, responsibilities, authority, reporting relationships, decision-making, and coordination. Participants will learn how organizational structure interacts with strategy, processes, governance, resources, and workforce capabilities, and how these elements can be realigned to create greater clarity, efficiency, and accountability.

The program also addresses the human and organizational dimensions of restructuring, including employee communication, stakeholder engagement, resistance to change, role clarification, workforce concerns, and transition management. Participants will explore practical approaches for managing restructuring risks, minimizing operational disruption, maintaining employee confidence, and ensuring continuity of critical services and business activities throughout the transition.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Organizational Restructuring Training Course supports leaders and decision makers responsible for organizational design, restructuring, operating model development, workforce planning, and institutional improvement. It helps organizations create structures that better support strategic execution, operational requirements, governance, accountability, and resource optimization.

Through case studies, organizational assessments, practical exercises, simulations, and implementation workshops, participants will develop practical solutions for restructuring initiatives and the challenges associated with implementation. The course enables participants to develop realistic restructuring plans covering the target structure, roles and responsibilities, transition

requirements, stakeholder engagement, risk management, implementation stages, and performance measurement.

Objectives

- Analyze the strategic and operational drivers that may require organizational restructuring throughout the training program.
- Assess the existing organizational structure and identify overlaps, duplication, accountability gaps, and structural inefficiencies.
- Develop practical approaches for aligning organizational structures with strategic and operational objectives.
- Apply structured methods for analyzing roles, responsibilities, authority levels, reporting relationships, and decision-making processes.
- Design alternative organizational structures based on business requirements, operational complexity, organizational capability, and strategic priorities.
- Evaluate the potential workforce, operational, financial, and organizational implications of different restructuring options.
- Improve communication and stakeholder engagement practices throughout the restructuring process.
- Implement practical approaches for managing resistance to change and restructuring-related risks.
- Align organizational roles, processes, resources, and workforce capabilities with efficiency, governance, and business continuity requirements.
- Develop performance measures for monitoring restructuring progress and evaluating organizational impact.
- Strengthen leadership capability for managing organizational transition and restructuring-related decisions.
- Create an integrated organizational restructuring plan that can be implemented, monitored, and continuously improved.

Who Should Attend

This course is designed for executives, senior managers, department heads, division leaders, organizational development managers, human resources managers, operations managers, strategic planning managers, project managers, and professionals responsible for designing, implementing, or supporting organizational restructuring initiatives. It is particularly relevant for leaders dealing with organizational growth, restructuring, operating model changes, efficiency programs, or redistribution of responsibilities.

The program is also highly suitable for professionals working in organizational design, organizational development, human resources, strategic planning, operations, quality management, project management, governance, risk management, and compliance. It is especially valuable for specialists involved in organizational analysis, job redesign, process improvement, workforce planning, or the transition to new organizational structures.

The course provides significant value to decision makers, consultants, and senior leaders responsible for institutional development, operational efficiency, resource optimization, accountability, and strategic alignment. It supports organizations seeking to create clearer structures, improve decision-making, reduce organizational complexity, and strengthen overall institutional effectiveness.

Learning Outcomes

- Identify the key organizational and business drivers that justify restructuring.
- Assess an existing organizational structure and identify strengths, weaknesses, overlaps, and accountability gaps.
- Analyze organizational roles, responsibilities, authority levels, and reporting relationships.
- Align organizational structures with strategic objectives, operational requirements, and institutional priorities.
- Design practical organizational structure alternatives that improve clarity, coordination, efficiency, and accountability.
- Evaluate the potential effects of restructuring on employees, processes, resources, governance, and organizational performance.
- Identify operational, organizational, and workforce risks associated with restructuring initiatives.

- Develop effective communication and stakeholder engagement approaches for restructuring programs.
- Apply practical techniques for managing resistance, uncertainty, and employee concerns during organizational transition.
- Develop a structured transition plan covering phases, responsibilities, resources, and implementation requirements.
- Establish measures for evaluating the effectiveness and organizational impact of restructuring.
- Prepare a practical organizational restructuring roadmap that supports sustainable implementation and performance improvement.

Course Outline

DAY 01

Foundations of Organizational Restructuring and Current-State Assessment

- Understanding organizational restructuring and its role in institutional development
- Strategic, operational, financial, and regulatory drivers of restructuring
- The relationship between organizational structure, strategy, processes, resources, and governance
- Assessing the current organizational structure and identifying structural weaknesses

PRACTICAL APPLICATION OR DISCUSSION

Analyzing an organizational case and identifying the key drivers for restructuring

DAY 02

Organizational Structure, Roles, and Responsibilities

- Principles of effective organizational structure design
- Analyzing roles, responsibilities, authority, and accountability
- Addressing duplicated responsibilities, structural gaps, and unclear ownership
- Improving reporting relationships, decision-making, and cross-functional coordination

DAY 02 — CONTINUED

PRACTICAL APPLICATION OR DISCUSSION

Designing a proposed organizational structure and defining key roles and responsibilities

DAY 03**Process, Resource, and Operating Model Redesign**

- Aligning organizational structure with business processes and operational requirements
- Redistributing resources and responsibilities according to organizational priorities
- Improving workflow, coordination, and cross-functional integration
- Evaluating operational, financial, administrative, and workforce implications of the proposed structure

PRACTICAL APPLICATION OR DISCUSSION

Analyzing an operating model and developing recommendations for process and resource realignment

DAY 04**Transition Management, Change, and Restructuring Risks**

- Planning the transition from the current structure to the target structure
- Communicating organizational changes and managing employee expectations
- Addressing resistance, uncertainty, and concerns associated with restructuring
- Identifying restructuring risks and developing mitigation measures

PRACTICAL APPLICATION OR DISCUSSION

Simulating an organizational transition involving employee resistance and operational challenges

DAY 05

Implementing Restructuring and Measuring Results

- Developing restructuring implementation plans and transition milestones
- Defining responsibilities, resources, dependencies, and implementation requirements
- Developing measures to evaluate restructuring effectiveness and organizational impact
- Embedding the new structure and ensuring clarity of roles and sustainable performance

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a comprehensive organizational restructuring roadmap for successful implementation and sustainable improvement

Register or Request More Information

Course page: <https://quest-training.com/courses/organizational-restructuring-training-course>

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