

Organization of work: New context, new approach

Suggested participants

All persons, employees and managers who work in public or private sector organizations and who want to adapt to the new realities brought on by technological, economic and man power changes of the new economy.

Learning objectives

At the end of this course the participants should be able to:

- Reflect on former types of organization of work;
- Reflect on the changes that have occurred in the workplace and their effects on the organization of work;
- Understand the reasons for these changes;
- Draw a line on the past and the old models of organization of work so as to make a smooth transition to a new organization;
- Become familiar with new types of organization of work including the introduction of new information technologies, work at home, etc.;
- Situate themselves in relation to the new realities of their own organization;
- Identify their possible contribution to the instauration of a new type of work organization.

Content

The content of this course can vary in response to the different needs of clients. The course may include:

- The model that is disappearing was the result of structures and needs associated with the industrial revolution and those of the twentieth century. Elements of this model include abundance, growth, multiple level organization charts, control (Taylorism), job security, vertical and horizontal mobility, etc.
- The principle reasons for the evolution of work organization : technology, highly competent human resources, etc.
- The new context of the organization of work is characterized by shortages, scarcity of resources, fewer levels of management, grouping of services, specialisation rationalisation etc.
- The new approach favours team work, mobilisation of resources, coherence, empowerment, competent leadership and management etc. The attitudes include openness to new ideas and to change, cooperation, high quality products and services etc.

Course participants and duration

This two day course is normally given to groups of 8 to 12 participants from the same organization. Since different clients' needs vary, we can adapt the schedule, the content and the learning activities so as to respond to specific needs.