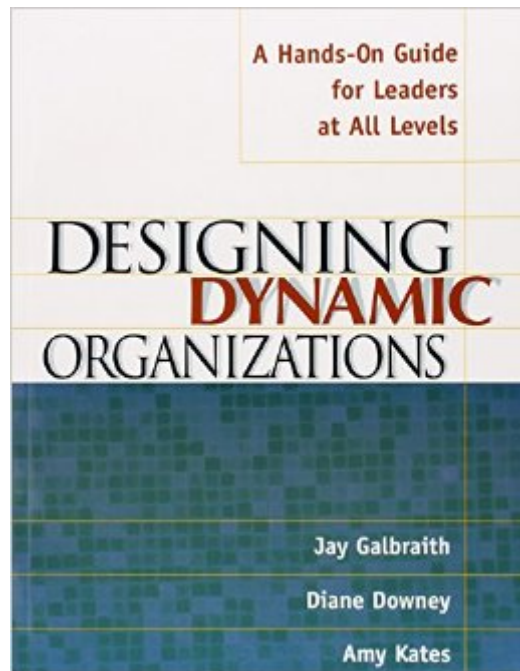


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# Designing Dynamic Organizations: A Hands-on Guide For Leaders At All Levels



## Synopsis

Which business structures are best suited to the unpredictable 21st century? How can a company, division, or department reconfigure itself with minimum disruption and maximum impact? Every executive grapples with problems of restructuring--and most need hands-on guidance to solve them. This eye-opening book shows business leaders at all levels how to examine their choices by leading them systematically through these fundamental questions: \* Should we restructure to meet our strategic goals? \* What are the best structural options to achieve our success? \* What lateral processes are necessary to support the new structure? \* How do we staff the restructured organization to optimize results? Based on Galbraith's world-renowned approach, this guide includes examples and worksheets that pilot readers through the essential steps of organizational design.

## Book Information

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## Customer Reviews

Jay Galbraith is a well-respected, research-based practitioner in the field of Organizational Design. Companies of all sizes and industries have been using the STAR model as a guide to thinking systemically when designing their organizations. I personally have been using this model as an internal OD consultant/practitioner over the last decade. This book's material continues to be very relevant and current for today's leaders. This book should serve as a basic foundation for any OD/HR professional or manager/leader desiring to create a vital, sustainable, reconfigurable, and dynamic organization. What the reader can expect is simplistic language and pragmatic tools and

methods. This is a true workbook. If you are sifting through books and don't know where to start...start here!

Yes, it's easy to read and the forms look great. In practice, I've found that the flow and logic needs to be more tailored to the client. In some stages the flow seemed awkward, and didn't necessarily work. When you get that "confused look" from your client, and feel it yourself, you'll understand what I mean. I have an MSOD and have practiced 10 years. My sense is that my experience is not totally unique and I could see a revised version in the making.

This text was assigned reading for me when I took a course on organizational design as part of the Master's degree curriculum at the University of Denver. As a Master's degree student, I must say that I was quite pleased with the organization, content, and real-world application of this text. I find that most of the texts students are often assigned focus on theory over application. This text offers the best of both worlds. I also can appreciate the graphic organizers of concepts and visuals. Finally, the text offers real-world examples of organizational design in action. My only real complaint about this text is that I felt it was very, very light on the rewards and people points on the STAR model of organizational design, especially the people aspect. Oh, and the binding for this book is terrible! I found myself revisiting sections often and the pages began falling out. I would love to see an updated version of this book which might include new thoughts on rewards and people and also some updated organizational structural models.

This book is a rare combination of great theory, real-world experience, and ready-to-use frameworks and tools. This book is a must for new consultants, valuable for seasoned ones looking for better paradigms or new tips, and should be required reading for executives attempting reorganization at any size and scale.

For those of you, into organizational psychology/ development, this is a must have!!! Very hands on and straight forward, tons of worksheets and exercises that provide concrete examples of the material. This must be the one the best org design books!

Easy to read. Great format and approach to the book. Love the designs for how to approach the work at the end of each chapter. A great tool as an HR / OD person.

used in our intro to organizational development, and it is very informative. The author explains things in an easily understood way. Excellent for beginners getting into organizational development.

It's nice to come across a buzzword-free, practical discussion of how to approach an important aspect of organization change. This is a straightforward book with some good, basic insights.

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