USB Executive Development
University of Stellenbosch Business School

biomatrix web
simplicity underlying complexity

2017
ONLINE

USB-ED in partnership with BiomatrixWeb

BIOMATRIX
Organisation Design

The Organisation Design Course is one of several Biomatrix Design Courses which educate executives, senior managers and decision-makers in the theory and methodology of sustainable system (re)design and complex problem solving. It explains the generic functioning of a coordinated learning organisation as a three-dimensional matrix that is wired for ongoing change and can respond creatively to its changing business environment.

Participants use the organisation of which they are a part as the case study system throughout the course. In template-driven assignments they identify and analyse problems, brainstorm solutions, create an ideal design, implementation plan and change management plan for transforming the case study system.

PARTICIPANT PROFILE

The programme is aimed at

- senior managers and executives, as well as talent earmarked for such positions

- organisation development specialists, corporate planners, corporate consultants and change managers

- system analysts and other IT specialists tasked with structuring the information flow throughout an organisation

Visit us at
www.usb-ed.com

Facilitator: Dr Elisabeth Dostal

She is a leading systems thinker who co-developed Biomatrix systems theory and methodology. As a prominent systemic management consultant, researcher and educator, she has gained considerable experience about sustainable business and organisation development in private and public sector organisations and NGOs. She also taught on several South African and European MBA programmes, published in scientific journals, and is the author of two books. She established BiomatrixWeb, a consulting organisation with an education-driven approach to organisational and societal change and BiomatrixSchool, which delivers online courses on sustainable system design.

Programme modules

1. **OVERVIEW OF BIOMATRIX SYSTEMS THEORY**
   This module explains the key concepts and methods of systems and complexity theories in general and of Biomatrix systems theory specifically. Self-reflection assignments promote a (w) holistic view of the world and of sustainability.

2. **SYSTEMIC PROBLEM (DIS)SOLVING**
   This module explains the theory and practical steps involved in complex problem analysis and dissolving them through ideal system redesign. Assignments guide problem analysis and brainstorming of solutions for the case study system.

3. **SEVEN FORCES OF SYSTEM ORGANISATION: ENTITY SYSTEM PERSPECTIVE**
   This module explains the matrix design of entity systems based on seven organizing forces and their organising principles. Assignments guide the ideal redesign of the case study system.

4. **IMPLEMENTATION PLANNING**
   This module explains how to make an implementation plan for an ideal design. Assignments guide the implementation planning of the ideal case study design.

5. **CHANGE MANAGEMENT DESIGN**
   This module explains the theory and practical steps involved in managing the transformation of a system with stakeholder participation and alignment. Assignments guide the change management planning for the case study system transformation.

The programme as a learning investment

After completing the course the participants will be able to:

- think more (w)holistically and creatively

- explain the generic principles of how systems are organized, develop and change in a sustainable manner

- apply the knowledge of the generic structure and functioning of an 'information age relevant learning matrix to the redesign and management of their own and any other organisation

- facilitate problem analysis, brainstorming, system (re)design, implementation planning of their own and any other organisation

- plan and manage the transformation of an organisation in such a manner that it ensures stakeholder alignment and commitment

- explain the different types of entity systems (e.g. business organisation, government department, public governance body, NGO, NPO, public–private partnership organisations) and apply the generic knowledge of entity system (re)design and transformation to them.

2017

The programme is presented online and participants will be required to complete individual assignments.

Fees

R14 000 (non-VAT payable)

Fees include programme materials and are payable before the commencement of the programme. A cancellation fee of 10% will be payable for cancelling fewer than 14 days prior to the commencement of the programme.

When and where

ONLINE:
Self-managed with a Certificate of Competence from Stellenbosch University:

STARTING:
15 July & 15 October

TIME COMMITMENT:
33 hours of video lectures and an average of 300 hours of study and assignments, to be completed within 12 months

Enrol now

Enquiries

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Please note that programme fees, faculty and dates are subject to change.
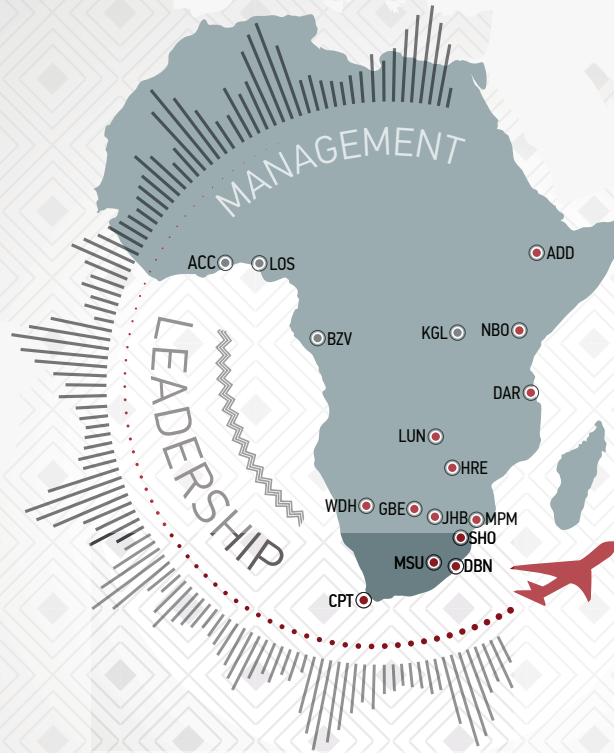
Admission Requirements

No formal tertiary qualifications are required. Participants should have minimum English language competence at NQF level 4 or equivalent and some management experience.

NQF Alignment: Level 8

The scope and presentation of this programme are aligned with the National Qualifications Framework **(NQF) level 8**.

Certificate of Competence

On successful completion of the programme, you will receive a certificate of competence from Stellenbosch University.

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● Management programmes are actively presented in these countries.

● USB-ED will be expanding its executive development services in these countries.

MANAGEMENT

LEADERSHIP

ACC · LOS · ADD · BZV · KGL · NBO · DAR · LUN · HRE · MRU · WDH · GBE · JHB · MPM · SHO · MSU · DBN · CPT

Western Cape, South Africa	**Gauteng, South Africa**	**KwaZulu-Natal, South Africa**	**Dar Es Salaam, Tanzania**	**Addis Ababa, Ethiopia**	**Rest of Africa**
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INSPIRING THOUGHT LEADERSHIP ACROSS AFRICA

At USB Executive Development (USB-ED) you will join a proudly African company that shares in the rich heritage and academic rigour of Stellenbosch University, yet offers the entrepreneurial culture of business. USB-ED was established as the designated public executive education provider within the University of Stellenbosch Business School (USB) in 2001. The company's footprint has since expanded across the continent, with local presences in South Africa (Cape Town, Johannesburg and Durban), in Addis Ababa, Ethiopia and in Dar es Salaam, Tanzania.

USB-ED has won the PMR.africa Diamond Arrow Award in three countries: Botswana, Namibia and South Africa.

The USB's international standing and reputation is confirmed by the triple crown international accreditations, EQUIS, AMBA and AACSB.

Association of African Business Schools · **AABS**

AMBA ASSOCIATION OF MBAs ACCREDITED

EFMD **EQUIS** ACCREDITED

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