

# STRATEGIC ORGANIZATIONAL MANAGEMENT

*Leading and Aligning  
Strategy with Structure*



## PROGRAM DETAILS

### DATES

April 3–5, 2024 (London)

June 24–28, 2024 (Chicago)

September 9–13, 2024 (Chicago)

\*The London offering, taught independently by Professor Gibbs, is a highly focused three-day offering focusing on the program's organizational design concepts.

### INVESTMENT

\$7,500 USD (London)

\$12,500 USD (Chicago)

Investment includes tuition, continental breakfasts, lunches, coffee breaks, and educational materials.

### CHOOSE YOUR LOCATION

This program includes an offering at our Chicago and London campus.

### FACULTY

**Michael Gibbs**

Clinical Professor of Economics, Chicago Booth

**Ram Shivakumar**

Adjunct Professor of Economics and Strategy,  
Chicago Booth

Note: Program faculty, instructors, dates, and fee are subject to change.

Increase your competitive gain by aligning your business strategy with your organizational structure. You'll gain the frameworks to build a highly energized workforce that operates in a fashion to achieve long-term business goals.

## PROGRAM OVERVIEW

This program explores three key management areas to help your organization prepare and respond to changing market demands. First, you will define and evaluate business strategies through a behavioral lens, increasing your ability to envision your organization's future. Next, you'll connect your business strategy to effective organizational structures—how responsibilities are assigned, how communication flows throughout the organization, and how to incentivize your workforce. And lastly, you'll examine powerful organization cultures that embrace change and innovation to prepare your business to meet future goals.

## PROGRAM BENEFITS

During this program, you will:

- Explore the mental processes of evaluating your long-term business strategy and gain the leadership tools to build followers and implement these strategies.
- Dive into organizational designs and flexible work structures that maximize efficiency and align with a company's business goals.
- Explore workforce designs that allocate human capital resources effectively, including powerful job design techniques and tools to mobilize talent.
- Increase communication streams and agreement by removing organizational barriers that hinder or prevent knowledge sharing.
- Examine organizational cultures and their readiness to embrace innovation, creativity, and new ways of working together.

# STRATEGIC ORGANIZATIONAL MANAGEMENT: LEADING AND ALIGNING STRATEGY WITH STRUCTURE

## WHO SHOULD ATTEND?

This program is for mid- to senior-level executives responsible for setting their company's strategic vision and seeking to align their internal workstreams better to meet these goals. Those who contribute to driving organizational change and influencing employees at an enterprise level will also benefit. This program is appropriate for various industries and sectors.

Titles include director, vice president, C-suite, unit managers, and those in talent management and human resources roles.

## WHY THIS PROGRAM?

Business leaders, especially senior executives, must understand the impact of changing trends and behaviors. Economics provides a powerful lens for evaluating competing business options, opportunity costs, and tradeoffs. This program incorporates the approach to economic research and experimentation that makes the University of Chicago a leader in this field.

When you attend this program, you'll learn from world-class faculty and researchers who are generating insights in how economic agents cope with changing environments, and increase your ability to select choices based on economics' role in executive decision-making.

## JOIN OUR COMMUNITY

Upon program completion, you will receive a Certificate of Completion from Chicago Booth Executive Education. You will also receive a digital badge that serves as a certified online credential of your accomplishment and can be shared among social networks such as LinkedIn. Participants are also invited to join our private Executive Education LinkedIn group.

### Global Advanced Finance Program

*\*This program qualifies as a Global Advanced Finance Program (GAFF) elective. GAFF is an exclusive program that awards Chicago Booth alumni status after completing six finance and strategy elective tracks over two years. Visit [chicagobooth.edu/gaafp](http://chicagobooth.edu/gaafp) to learn more.*



Executive Education

## PROGRAM OUTLINE

### Strategic Leadership: Mental Processes and Dimensions

- Foresight and Reflection: Your Strategy Credo
- Guiding Principles: Developing your Business Strategy
- Persuading and Legitimizing: Influencing Your Vision

### Organizational Design: Align Your Strategy to Your Structure

- Structures to increase efficiency and productivity
- Communication Streams
- Performance Metrics and Evaluations
- Talent Management: Explicit and Implicit Employee Contracting

### An Organization's Readiness: Cultures and Climates

- The Leaders Role in Setting the Tone
- Aligning Vision and Value Propositions to your Business Strategy

## OUR GLOBAL LOCATIONS

We are the first and only US business school with permanent campuses on three continents—Chicago, London, and Hong Kong. This program includes offerings in London and Chicago in 2024.

### London

The Rothman Campus: One Bartholomew Close Barts Square, London EC1A 7BL, UK

### Chicago

Gleacher Center, 450 N. Cityfront Plaza Drive, Chicago, IL 60611

## FOR MORE INFORMATION, CONTACT:

### Executive Education

### The University of Chicago Booth School of Business

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