



**Transforming to a Extraordinary Organization
Course Syllabus**

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Certificate of Completion for 15 “strategic” of Recertification hours

A) Course Description: Look at the recent studies presented by Gallop, Mercer and Tower Watson. . . 71% of American workers claim they are "not engaged" in their work; that they are emotionally disconnected. 32% of employees claim they hope to change jobs during the upcoming year. Employers still firmly believe that employees are placing "challenging work" as the most important recruiting and retention criteria. Employees are saying they are tired, worn thin by worry and their needs have eroded to concerns with job security and base pay. This is the state of the "ordinary organization." Join this class as we learn to assess an organizations readiness and capacity for a transformation to extraordinary and then, learn how to motivate an organization toward cohesive forward motion.

B) Course Objectives: The objective of this course is to provide students an opportunity to simulate the process of transforming and organization from ordinary to extraordinary. Students will learn what it takes to assume a key role in the achieving strategic organizational change.

C) Student Expectations: Participants are expected to attend each class session. If you are unable to make a session, you are expected to make arrangements with the instructor to make up the course content. Participants are also expected to complete and turn in all of the application exercises and participate in class activities.

D) Students will receive a certificate of completion for successful completion of the course.

Class participation:

- Evidence of careful preparation and oral presentation of class members.
- Clarity and conciseness of recommendations.
- Strong and convincing quantitative and qualitative analysis and support recommendations.

Team Presentations (3): Each team or individual will prepare and present assigned project.

E) Text and/or Required Reading List:

Close, 2012, Strategic Solutions Toolkit, Snow Creek Publishing

Course Outline

Date	Topic	Assignment (To be completed before the next session)
Session 1	Assessing the state organizational “affairs and readiness” from the 100,000 foot level.	
Session 2	Establishing the vision, the commitment, core value proposition and stakeholder promise	
Session 3	Explore multi-generation challenges and opportunities. Assessing the “readiness” of HR and operational programs	Due: Readiness Assessment
Session 4	The process of integrative thinking from the 100,000 to 10,000 foot level.	
Session 5	Creating a transformation plan	Due: Plan for transforming an organization to extraordinary