

[New Course Launch]

Strategic Organisation

Based on the work of Elliott Jaques with leading organisations over the past three decades

4-Day Course

Course Fee: **S\$2,500** (excl GST)

[Register Now](#)

In a world of constant change, organisations must anticipate the future, not just react to it. It requires a strategic organisational vision, a roadmap to not just survive, but truly thrive. This is the essence of Strategic Organisation (SO).

SO, grounded in Stratified Systems Theory, offers a powerful lens for understanding organisational performance. It moves beyond the conventional focus on individual employee performance, recognising that systemic dysfunctions often stem from misaligned structures and processes.

Rather than simply addressing symptoms, SO targets the root cause: the system itself.

Who Can Benefit

This programme is designed to benefit a range of leadership roles within your organisation:

- **C-suite executives**, accountable for setting the strategic direction and vision, will gain valuable insights to refine your approach and ensure long-term success.
- **Directors**, who bridge the gap between strategy and execution by providing guidance and overseeing implementation, will learn how to effectively translate vision into action.
- **Senior managers**, tasked with executing plans and managing daily operations, will acquire the tools and techniques to optimise performance and drive tangible results within your teams.

Programme

DAY 1

- Strategic Organisation Overview
- The Psychological Contract
- Accountability
- Work, Judgment, Levels of Role Complexity, and Time-Span
- Case studies

DAY 2

- Potential and Effectiveness
- Managerial Leadership Practices and Context Setting
- A Model for a Business Unit
- Conversations with Gerry Kraines

DAY 3

- Collaborative Negotiation
- Cross-Functional Processes
- Three-Level Units
- System Stewardship
- Conversations with Gerry Kraines

DAY 4

- Role Establishment
- Talent-Pool Development
- Strategic Organisation Implementation
- Leading Change
- Review and Next Steps

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To Note:

- Session to be held face-to-face at SIM Management House
- Session will have other organisations participating as a public run to make up 12 pax minimum class size
- Final invoice will be billed as per attendance on actual day of training
- Fee is inclusive of F&B for participants during face-to-face training days
- Fee is not inclusive of prevailing GST

Know More About Our Faculty



Seah Chin Siong
Advisor to CSL

A seasoned executive with a distinguished career leading organisations like SIM, Singapore Pools, and Accenture, Seah Chin Siong is the current chairman of NVPC. With a proven track record of transforming organisations across diverse sectors, he brings deep expertise in organisational development, including structure, accountability, and human potential.

Chin Siong's unique blend of leadership experience and understanding of organisational systems enables him to effectively teach and implement the Strategic Organisation approach. By translating theory into actionable strategies, he helps organisations achieve clarity, alignment, and sustainable growth.



Dr. Gerry Kraines
Expert in
Organisational Design
& Leadership
Development;
Author of the books
*Management
Productivity Multipliers
and Accountability
Leadership*

Dr. Gerry Kraines is a globally recognised expert in organisational design and leadership development. With over three decades of experience, he has pioneered methodologies that enable organisations to achieve clarity, alignment, and sustainable growth.

Building upon his collaboration with Dr. Elliott Jaques, the originator of the Strategic Organisation framework, Dr. Kraines has refined Jaques's principles, focusing on aligning organisational structures, leadership capability, and accountability systems. His actionable strategies, grounded in time-span analysis and managerial accountability, have transformed organisations worldwide, enabling leaders to effectively navigate complexity and achieve lasting results.



Organisations that have used Strategic Organisation practices:



About SIM Centre for Systems Leadership (CSL)

The SIM Centre for Systems Leadership (CSL) aims to develop and build systems leadership capacity to drive transformational, systemic change for the benefit of current and future generations.

We achieve this by offering professional learning and development programmes, partnering with professionals and enterprises to enhance and apply their systems leadership capabilities for greater individual and organisational success.

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