

[ New Course Launch ]

# Strategic Organisation

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

2-Day Programme

Programme Date: 26 – 27 May

Programme Pilot Promo: **\$1,288** (original fee \$1,988) *(excl. GST)*

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In a world of constant change, leaders 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, 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.

## Who Can Benefit

This programme is designed for:


- **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 Outline

- |              |   |
|--------------|---|
| <b>Day 1</b> | <ul style="list-style-type: none"> <li>• Strategic Organisation Overview</li> <li>• The Psychological Contract</li> <li>• Accountability</li> <li>• Work, Judgment, Levels of Role Complexity, and Time-Span</li> <li>• Case studies</li> </ul>   |
| <b>Day 2</b> | <ul style="list-style-type: none"> <li>• Potential and Effectiveness</li> <li>• Managerial Leadership Practices and Context Setting</li> <li>• A Model for a Business Unit &amp; Three-Level Units</li> <li>• Cross-Functional Processes</li> <li>• Conversations with Strategic Organisation Advisor, Gerry Kraines</li> </ul> |

## 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:**



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### Cancellation Clause:

- For withdrawal or deferment, email the Programme Admin in-charge at least 14 days prior to the course start date.
- Refund policy for withdrawal:
  - Written notification received 14 days or more before commencement: 100% refund
  - Written notification received less than 14 days before commencement: 75% refund
  - After commencement / No show: No refund



**SIM Academy**

 SIM Management House  
41 Namly Avenue  
Singapore 267616



+65 6246 6746



simacademy@sim.edu.sg



https://www.sim.edu.sg