

Course Outline: Organizational redesign of public agencies

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1. Course description

Successful completion of the course will permit students to understand the importance of systematic organizational planning and redesign as a tool ensuring the accurate functioning and the effectiveness of public agencies. Students will comprehend the different levels of the organization planning process the workflows, the organization charts and the corresponding design methodologies. They will be able to analyze the existing organizational situation of an agency, to identify potential bottlenecks and procedural shortcomings and to redesign individual processes and workflows as well as the overall organization chart. They will finally be able to determine, by using special tools, the appropriate scope of supervision and to assess the number of necessary positions by specialty.

2. Course objectives

The main objectives of the course are to allow the students:

- To understand broadly the organizational phenomenon in its social and political dimensions and the involvement of human resources in these dimensions
- To be aware of the peculiarities of the organizational phenomenon in the public space.
- To have knowledge of the modern organizational planning methodologies as applied in the public space.
- To distinguish the formal and informal parameters of the organizational phenomenon and to understand their importance in its overall operation and performance.
- To become familiar with the tools and techniques of organizational planning and redesign

3. Learning outcomes

The students, after completing the course, are expected to :

- Have a global knowledge and understanding of the organizational phenomenon in the public space.
- Analyze the interactions between different organizational subsystems.
- To apply the appropriate methods and techniques of organizational planning and redesign and to evaluate their results