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# Useful Models for Organizational

**Start Date: 12/14/2016 7:30 AM**

**End Date: 12/14/2016 10:00 AM**

Wednesday, December 14th 7:30am - 8:00am Registration & Networking 8:00am - 10:00am Program  
Location: NYSUT Conference Center, 30 North Union Street, Rochester NY 14607 This program has been preapproved for 2.0 Professional Development Credits by the Society of Human Resource Management and 2.0 recertification credits by the HR Certification Institute. Hosted by GVC SHRM! Sponsored by PeopleFluent Speaker: Luis Martinez, Gran Altura, Inc. This program begins with overview of definition and evolution of organizational design (OD) for building sustainable management structures and managing through inexorable change. The workshop encompasses objectives of OD, implications of each design concept for corporate culture, integration of corporate functions and keys to successful change management as the organization transforms and evolves. There is emphasis made for striking effective balance of control vs. empowerment and maintaining balance over time and corporate evolution during M&A, torrid growth, disruptive innovation and economic downturns. OD models are explored and dissected, among them – traditional manufacturing, technology based, professional service firms, acute care and not for profits. Tool kits are offered for the participants emphasizing need for organizational readiness (corporate agility) and relevance over time. By the end of this session, participants will: •Understand origin of OD as concept for design of organizational model •Learn how OD affects and drives corporate culture •Understand dynamic, evolving nature of OD, both internally and vis a vis environment •Be able to take away tools to analyze and understand their company's OD and relevance About our speaker: Luis Martínez has been a Human Resources professional since 1983. Since 1995, Luis has managed a strategic management consulting firm, Human Capital Strategy Partners, Inc., working with Senior Leadership Teams of growing organizations to align their talent and human capital with the organization's business mission. Prior to establishing Human Capital Strategy Partners, Luis was employed in top level positions in multinational manufacturing, healthcare and business consulting organizations. In Xerox, Luis directed a global human resources team for Worldwide Manufacturing with facilities in the U.S., Latin America, Europe and Asia. Prior to Xerox, Luis was Senior Vice President of Human Resources at Lehigh Valley Hospital. Previous designations and assignments for Luis also include Vice President and General Manager of Exide Batteries in Puerto Rico, where he led the successful turn-around of a manufacturing / sales / service division. He was also Director of Human Resources at Exide Technologies, Manager at The Hay Group, and Field Supervisor in the Federal Government. With a B.A. in Psychology and M.Ed. in Counseling from the University of Delaware, Luis has earned certification as a Senior Professional in Human Resources (SPHR) and as a Certified Compensation Professional (CCP). Bilingual and bicultural in Spanish, Luis is a trusted advisor and strategic partner to senior leaders. His comprehensive career development books, Getting There and Getting There Volume 2, are receiving highest reviews in Amazon.com. Born and raised in Cuba, Luis was sent to the United States at the age of 12 by his parents to avoid his conscription into Fidel Castro's militia. He learned to speak English in 7th grade, and after his parents arrived in Miami, Luis attended 6 schools in 5 years, while his parents moved through three states in search of better jobs. Luis observed his parents, Jose Luis and Zoila, as they managed through crises – a story of courage and survival. Luis credits their tutelage for his boundless faith and optimism. An avid sports car racer, Kung Fu black sash and writer, Luis makes his home with his family in Pittsford, near Rochester, New York. PROGRAM PRICING: GVC SHRM Member: \$30 Non

**Location(s)**