Build the right structure to unlock your organization's full potential.

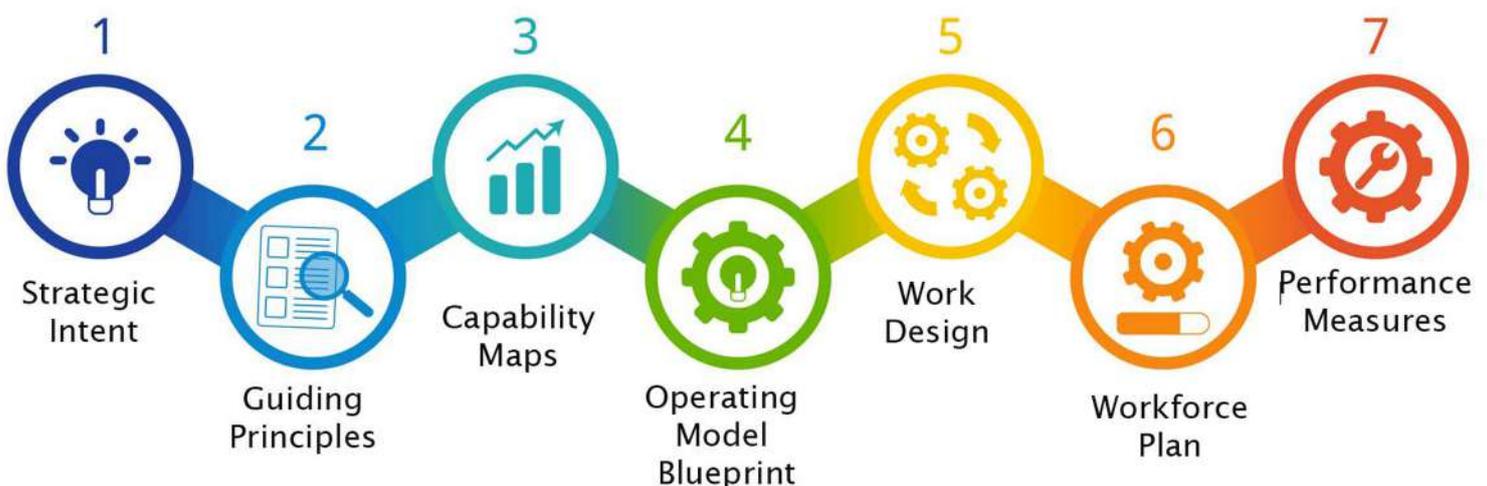# ORGANIZATIONAL DESIGN & WORKFORCE STRUCTURING

This program introduces best-practice organizational design principles and workforce structuring approaches to help organizations align roles, optimize manpower, and improve operational effectiveness.

DATE

8th April, 2026

VENUE

Ashrei Tech, 2nd Floor NASTP
Main Sharah e Faisal, Karachi.

Let's Meet With Our Trainer
HIRA FARID

She's an international HR leader with over 18 years of experience across the Middle East, Pakistan, and Asia. She specializes in organizational design and talent strategy, driving large-scale people and organizational transformations in high-growth environments.
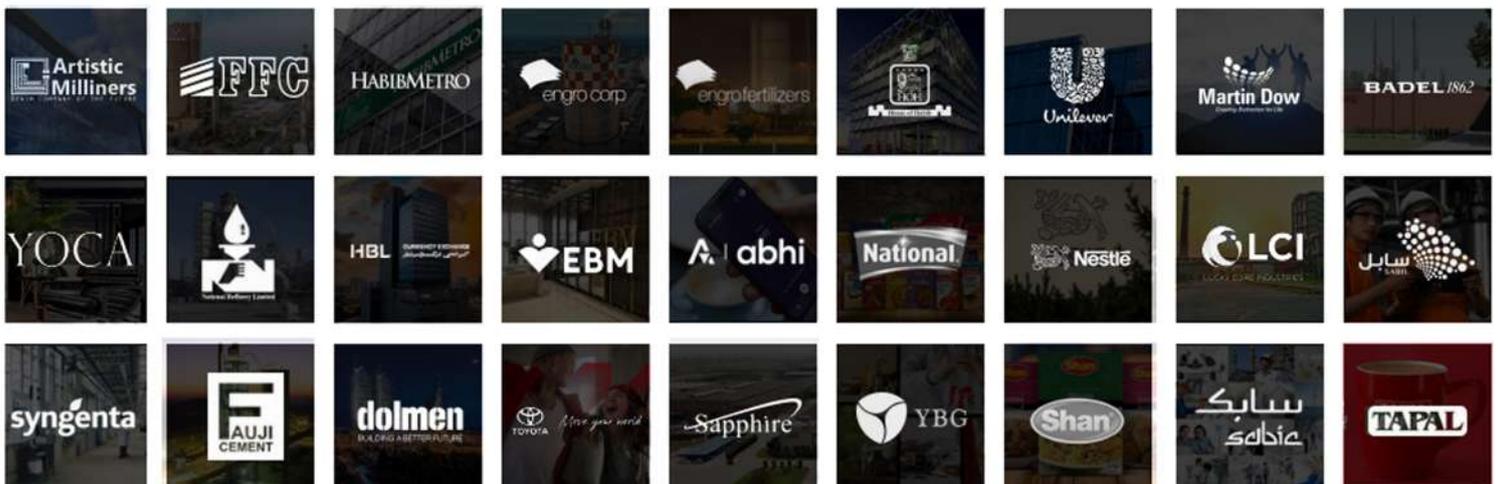
Her career combines strategic consulting expertise with hands-on corporate leadership.

EXPERTISE

- Organizational and role design
- Job analysis and evaluation (Mercer certified)
- Compensation strategy and grade structures
- Talent management, succession planning, and career frameworks
- Leadership assessment and competency model rollout
- High-potential identification, coaching, and mentoring
- Employee engagement and culture initiatives
- Governance and responsibility mapping
- Psychometric tools (Hogan, Adept-15, Facet-5, PLI/PI)

CLIENTS INCLUDE

Artistic Milliners — FFC — HABIBMETRO — engro corp — engro fertilizers — House of Habib — Unilever — Martin Dow — BADEL 1862

YOCA — National Refinery Limited — HBL Currency Exchange — EBM — abhi — National — Nestlé — LCI — sabic

syngenta — FAUJI CEMENT — dolmen — TOYOTA Move your world — Sapphire — YBG — Shan — sabic — TAPAL
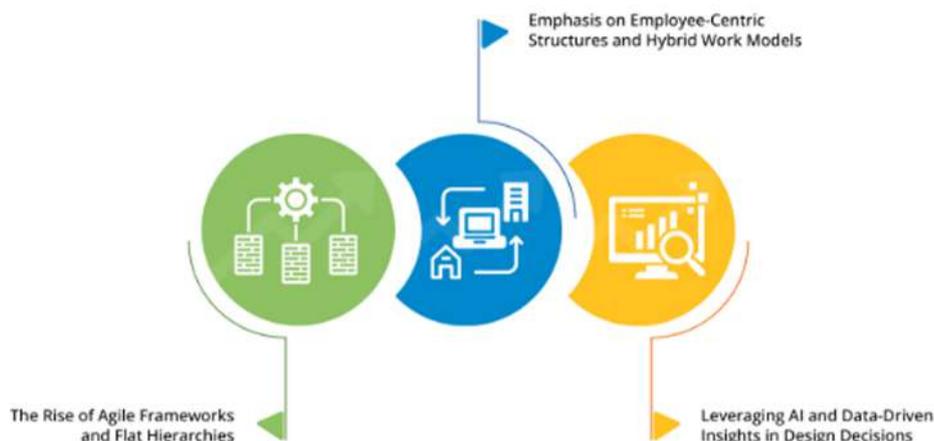
PROGRAM OVERVIEW

The Organizational Design & Workforce Structuring program provides a practical foundation in designing efficient organizational structures that align with strategic goals and operational needs. It introduces proven methodologies for workforce planning, role structuring, and manpower optimization to ensure the right people are in the right roles at the right levels.

Participants will learn how to analyse organizational frameworks, evaluate job roles, and apply workforce metrics to identify gaps, improve span of control, and enhance overall organizational effectiveness. This program equips professionals with the essential tools and skills required to support sustainable growth, improve performance, and strengthen HR and organizational planning. The training is best for HR Professionals, Organizational Development Professionals, Managers, and Leaders involved in workforce planning, organizational structuring, and HR strategy.
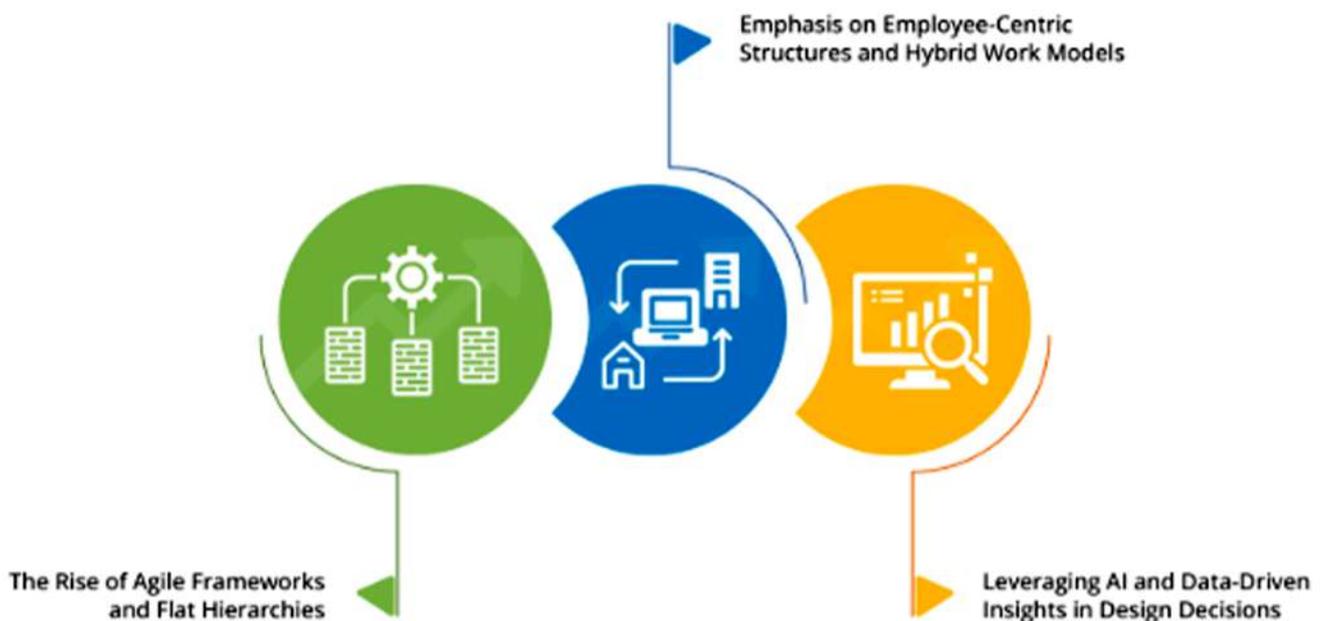
PROGRAM HIGHLIGHTS

- Organizational Design Fundamentals
- Workforce Planning & Structuring
- Job Evaluation & Role Structuring
- Organizational Structure Models
- Organizational Analysis & Redesign Toolkit
- Change Readiness & HR Alignment

Emphasis on Employee-Centric Structures and Hybrid Work Models

The Rise of Agile Frameworks and Flat Hierarchies

Leveraging AI and Data-Driven Insights in Design Decisions

LEARNING OUTCOMES

By the end of this program, participants will be able to:

- Design and evaluate effective organizational structures
- Apply workforce planning methods to identify talent and structure gaps
- Define job roles, grades, and organizational levels professionally
- Align organizational structure with business strategy and goals
- Analyse span of control, governance, and operational effectiveness
- Support HR planning through structured organizational design
- Apply practical tools used by organizational design professionals

Emphasis on Employee-Centric
Structures and Hybrid Work Models

The Rise of Agile Frameworks
and Flat Hierarchies

Leveraging AI and Data-Driven
Insights in Design Decisions

FEE DETAILS

- **PKR 40,000 + 15% SST** per participant

HOW TO REGISTER

- Payment can be made via Payorder in the name of AshreiTech or IBFT to:

  Title of Account: ASHREI TECH PRIVATE LIMITED
  IBAN: PK61MEZN0099740107642699
  Bank Name: Meezan Bank Limited
  Payment receipt to be sent at Jiqbal@ashreitech.com

- **Nominate a group of 4 and get a 15% discount.**

- The program fee covers the program manual, certificate of participation, lunch, entry pass, and networking opportunities.

- Cancellations can be sent 7 days before the program, after which NO cancellations will be accepted.

| For more information, Contact | 0333-2775771 |

JOIN THIS PROGRAM TO DEVELOP IN-DEMAND ORGANIZATIONAL DESIGN AND WORKFORCE PLANNING EXPERTISE.