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Readings in Global Organization Design
2005 Conference Proceedings

Right-Fit Training Model

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Article #05-08-10-S2-4

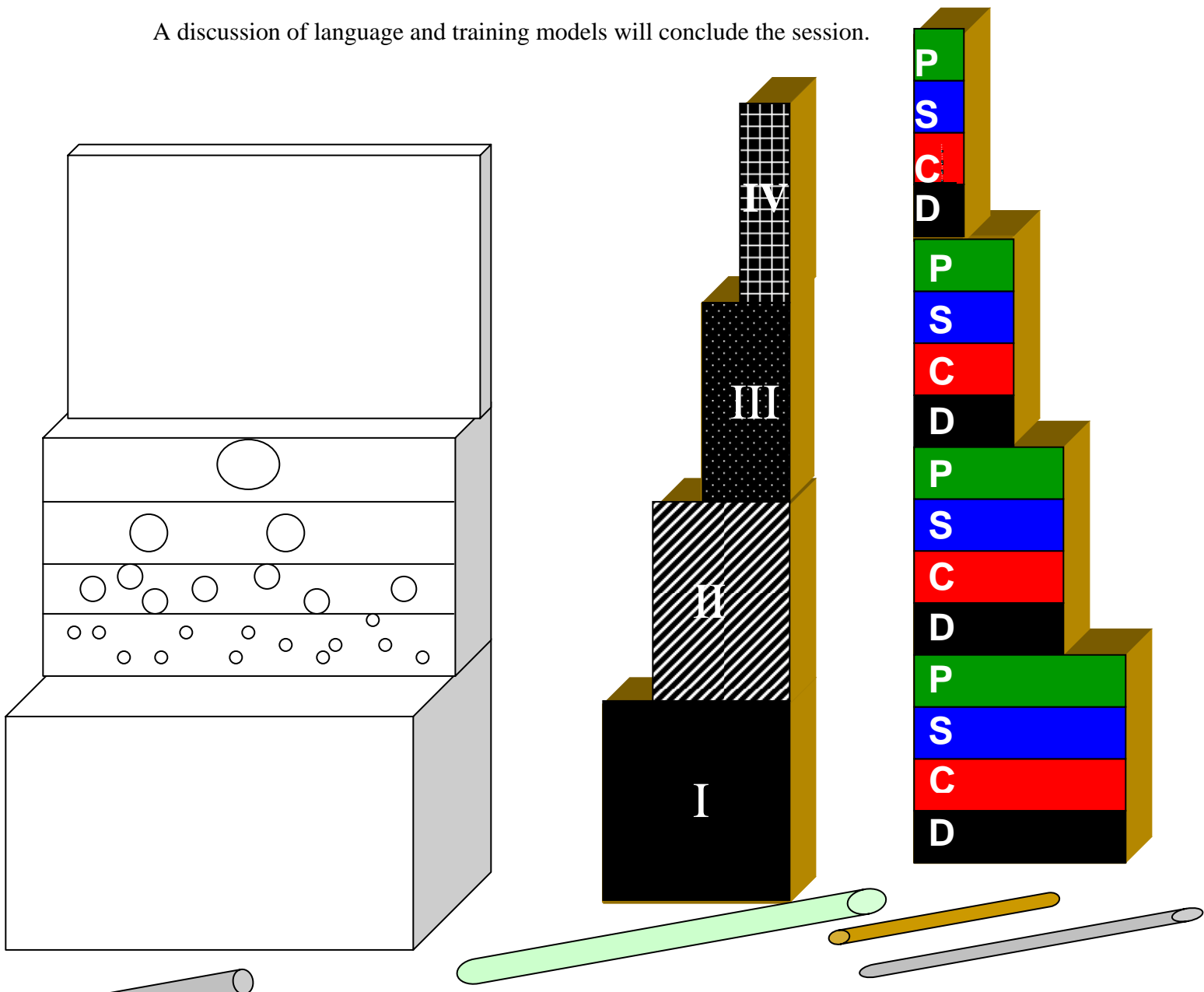
Right-Fit Training Model

Dr. Beverly J. Nyberg

Explaining the complex concepts contained in Jaques' Stratified System's Theory (SST) in a short amount of time and to people with a variety of learning styles, processing levels and backgrounds is a real challenge. My attempt to do so has led to my development of a hands-on/tactile and visual model which I call the right fit training model. Through its development some of the RO/SST language has been adapted, as well.

This presentation will demonstrate the Right-Fit Training Model for explaining basic Requisite Organization/SST principles of orders of information (I – IV only), types of processing (declarative, cumulative, serial, parallel), processing levels (CIP), trajectories and modes, time horizon (TH) and time-span-of-discretion (TSD). These concepts are then applied to the practical issues of person-job fit (P-J), person-superior fit and organizational structure based on processing levels. Other aspects of the person such as skilled-knowledge and character are also considered in the model in determining best P-J fit. The colors, shapes and tactile experience help people of all learning styles to grasp both the concepts and their implications for organizational design and practice. (*Partial drawing below.*)

A discussion of language and training models will conclude the session.





OUR PURPOSE

The Global Organization Design Society is a not-for-profit corporation registered in Ontario, Canada to promote the following objective:

The establishment and operation of a world-wide society of academics, business users and consultants interested in science-based management to improve organizational effectiveness for the purposes of:

Promoting among existing users increased awareness, understanding and skilled knowledge in applying concepts of Levels of Work Complexity, Levels of Human Capability, Accountability, and other concepts included in Requisite Organization and/or Stratified Systems Theory.

Promoting among potential users of the methods, appreciation of the variety of uses and benefits of science-based management, and access to resources.

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