## **ABSTRACT**

This dissertation describes a vision, concept and prototype technology that supports organization design as an ongoing group process. In particular, it is concerned with the design of organizational models for office and workflow management systems.

The paradigm, which shares many of the change process attributes prescribed by the participative management and sociotechnical system design, defines organization design as an organic process potentially involving everyone in the organization and those significantly associated with the organization.

Such an understanding is promoted by a formal enterprise model which covers the different facets of an organization that can be modeled, such as the processes, the information, and the organizational structure. This model, representing the circumstances of an enterprise, tends to be large and complex. It should also be continuously evolving to reflect the dynamic nature of the enterprise.

GroupOrga also describes a prototype technology that supports organization design based on groupware technology. The technology consists of various integrated pieces, such as interactive, graphical tools for generating design descriptions, and multi-user, team-oriented database applications that are replicated between various locations.