

NEW ORGANIZATIONAL APPROACH



Key Takeaways

- › The organisation should work to achieve the priorities, vision, and goals that you have set for the business
- › Consider structure, staffing, and organizational principles when in the design of the organisation
- › When viewing the organisation, look at the soft and hard issues such as culture, values, communication, quality of organisation, developments, compensation, and review system
- › Address issues and hard issues of organisation to move forward effectively and efficiently and make the vision a reality

Questions to Consider:

- › Have you considered both hard and soft issues?
- › Does the organisation take priorities, vision, and goals into account? Is it the best way to achieve these?

INTRODUCTION

A well-developed organizational model and a high level of capability is critical to support a successful implementation of Strategy.

When designing and implementing the best model for your strategy, and to achieve your operating target, you will need to:

- › Select the best model of organization
- › Act to improve capability
- › Change people as needed
- › Address needs for culture change via management / motivational matrix and values migration program

Guidance

In the diagnostic phase, we looked at the organizational structure, culture, operation, succession history, and future succession needs. The design phase also looks at many of these elements when designing an organizational structure. It is important to look at the structure and the capabilities of people within the organization, review alternative organizational structures, and ensure priorities and goals are reached using soft elements. Once the goals and strategies have been decided, a new organizational approach that combines all these is key. The design, quality, and assessment of the organizational structure requires a strong foundation of effective culture, communication, and quality of work in order to provide the foundation to move forward effectively.