

## Effective Organisational Design & Restructures

Organisations understand the need to optimise the contribution of their valuable people and teams, but often the process of designing organisation structure is left more to intuition than science.

As a leader in your organisation, you may have been challenged to ensure that structure is aligned to, and enables your organisation's strategic intent.

If you are asking yourself:

- *“Do we have the right structures to enable our next business transformation or continuous improvement program?”*
- *“Have we designed our structures to accommodate emerging technologies, competitive pressures, or changed regulatory requirements?”*
- *“Do our structures enable our need to respond to market opportunities by building capability?”*
- *“Do we have the people in the right roles working on the right things?”*
- *“Are our operations teams effectively organised?”*
- *“Why do we have constant conflict and competition within our organisation?”*
- *“Have we adequately deployed our teams and team members to optimise the capability of our people?”*
- *Does our current organisation deliver the outcomes we need?*

Organisation structure is like the skeleton of a living vertebrate. It supports the rest of the living system – the organisation, and can vary in size from the very small – think humming bird, through to the very large – think elephant. Each structure is finally tuned to the needs of the organism it supports and just as humming bird's wings would be of little use to an elephant, the elephant's large legs would fatally inhibit the function of the humming bird.

Like all vertebrate skeletons, organisation structures are unique to each organisation and the environment they operate in. Each should be tailored to the specific strategic and tactical needs of their organisation and just as no two species are the same, nor should organisation structures.

It is therefore unsurprising that many of us feel overwhelmed when we are asked to contemplate the question of, “What is the appropriate design for our organisation?”

Where do you start? How do you optimise the talent of your people? How do you deploy your resources effectively? How do you ensure your structures are aligned to the environment you operate in? How do you ensure your structures reflect the strategic intent of your organisation?

We have a deep understanding of valid organisation design principles **and** the evolution to more **collaborative organisational** models. We also have a track record of supporting clients across many industries and within different operating contexts. Our approach can be applied at any stage of an organisation's evolution or life cycle and is particularly powerful when applied during periods of organisational change or realignment.

We support our clients to:

- Evaluate the effectiveness of their current structures from the perspectives of their employees, suppliers and customers.
- Identify gaps and overlaps in structures and resourcing.
- Develop and test different organisational models.
- Support implementation efforts by applying our deep knowledge of change management skills to facilitate the change process.

At Cornerstone Integral we apply our **Integral Framework** approach to our work to ensure we respond to the real needs of our clients.

### **Contact Us:**

So If you are asking yourself, "How can we enhance the delivery of our organisation's strategic and tactical objectives through more effective organisation design and delivery?", and you would like to discuss how Cornerstone Integral can assist you, please feel free to call us.