Organizational Design & Restructuring

Organizational restructuring may be necessary due to adverse economic conditions; yet, when managed proactively it offers an organization a real opportunity to create a re-energized, leaner and more productive workforce. Restructuring also provides employees the chance to develop new skills. For some it is also an occasion to drop negative attitudes and to re-commit to the mission of the organization with an invigorated, positive perspective.

Designing or restructuring an organization, regardless of size, requires analysis of several key factors such as people, systems, strategy, reporting structure, and processes, to ensure that they are aligned with the organization's business priorities and shared values.

Solution-Based Services:

- Provide confidential consultation to executives and managers to determine overall strategy and business objectives.
- Identify and review roles, formal reporting relationships, and processes.
- Create and review structural change options.
- Review policies to determine if they are in alignment and supportive of the organization's objectives, values, and design.
- Develop an implementation plan to successfully execute any changes.