

THE 5 STEPS OF ORGANISATION DESIGN

WHAT ORGANISATION DO YOU NEED TO ACHIEVE YOUR PURPOSE?

Start with Why, Purpose and Strategy



WHERE ARE YOU NOW?

Review your current organisation
Identify the gaps

PLAN YOUR IMPLEMENTATION

What is your change plan?

How do you get buy-in and make it stick?



DESIGN YOUR NEW ORGANISATION



What are your options?

What will bring you from where you are to where you need to be?

REVIEW & MONITOR



WHAT IS WORKING?
WHAT NEEDS TWEAKING?

WHAT CAN TRIP YOU UP?



LACK OF CO-ORDINATION

Work unfinished
teams isolated & out of step
especially in transition



UNCLEAR ROLES

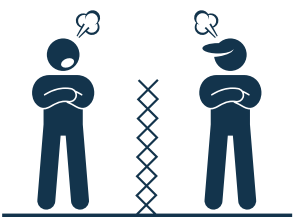
Functions overlap or
fall through the cracks

Gaps in skills



EXCESSIVE FRICTION

Internal friction due to
lack of clarity



LOW STAFF MORAL

Lack of confidence
Poor teamwork



CONFLICTING COMMUNICATIONS

