

Strategies for Success:

Re-engineering the Org Chart: Redefining Your Company's Structure

with Carol Awad



Today's Agenda

Subheading goes here

1. Organizational development principles.
2. Streamline operations and efficiencies
3. communication and collaboration across teams.
4. Explore practical steps to redefine your company's structure for lasting impact.



Re-engineering the Org Chart

Redefining Your Company's Structure



Organizational
Structure Principles



Operations &
Collaboration
Streamlining



Organization
Structure
Redesign



1

Organizational Structure Principles

Reality Check!!

Who Dares to Contest?



You will learn that our corporate structure is a bit unconventional!



Reality Check!!

Major Bottlenecks

Ambiguous roles lead to overlaps and gaps in accountability

Complicated hierarchies slow down decision-making.

Unclear communication results in misunderstandings and delays.

Low morale and turnover may result from employee frustration.

Bureaucracy causes large companies to become slow.

Loss of productivity from wasted efforts and resource allocation.



Organization Structure

Main Components Overview

Structure

- Defines resource distribution within the organization.
- Organizes and coordinates tasks and roles.
- Clarifies responsibilities among team members.

Governance

- Dictates decision-making processes and authority.
- Establishes hierarchical relationships within the organization.
- Defines reporting lines for clarity and accountability.

Processes

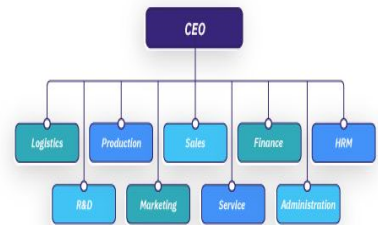
- Determines operational procedures and workflows.
- Manages performance and accountability measures.
- Emphasizes communication channels for clarity and efficiency.

Org Structure

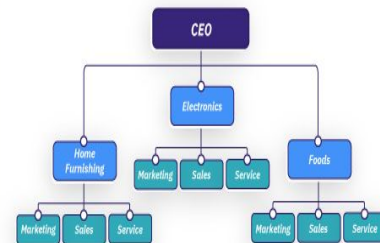
Types

Companies can become more agile by designing their organizations both to drive speed and create stability.

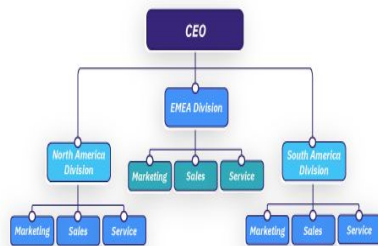
Traditional Hierarchies



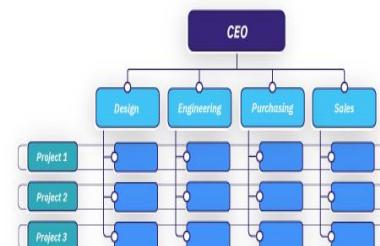
1. **Functional** Organizational Design



2. **Product-Based** Organizational Design



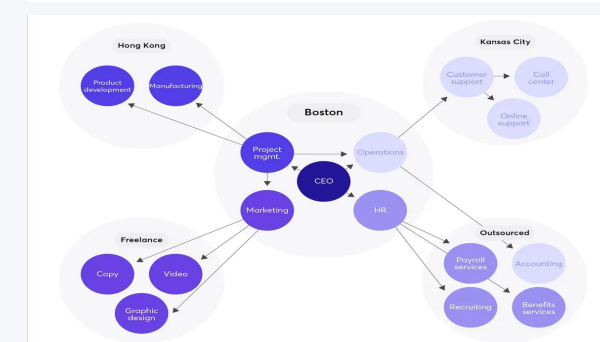
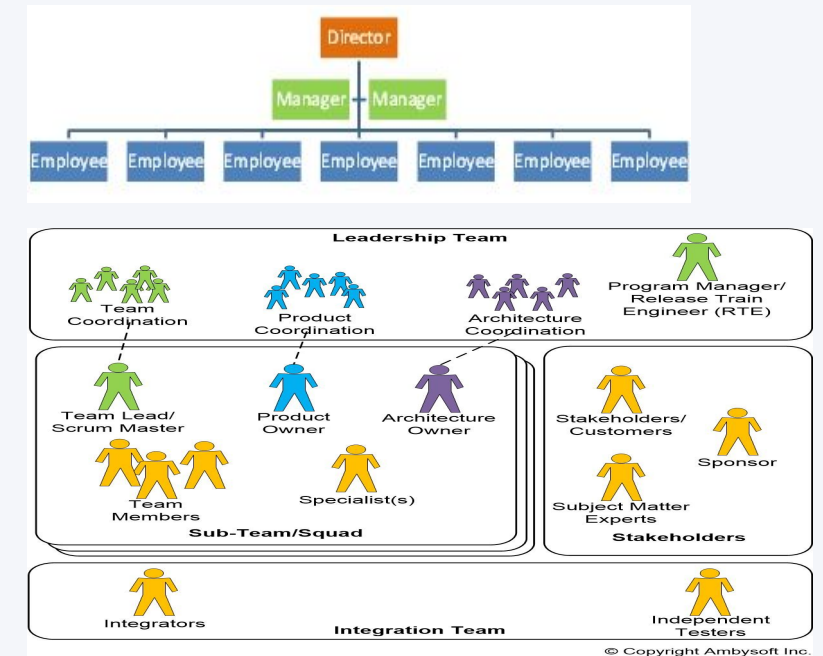
3. **Geography-Based** Organizational Design



4. **Matrix** Organization

Agile Hierarchies

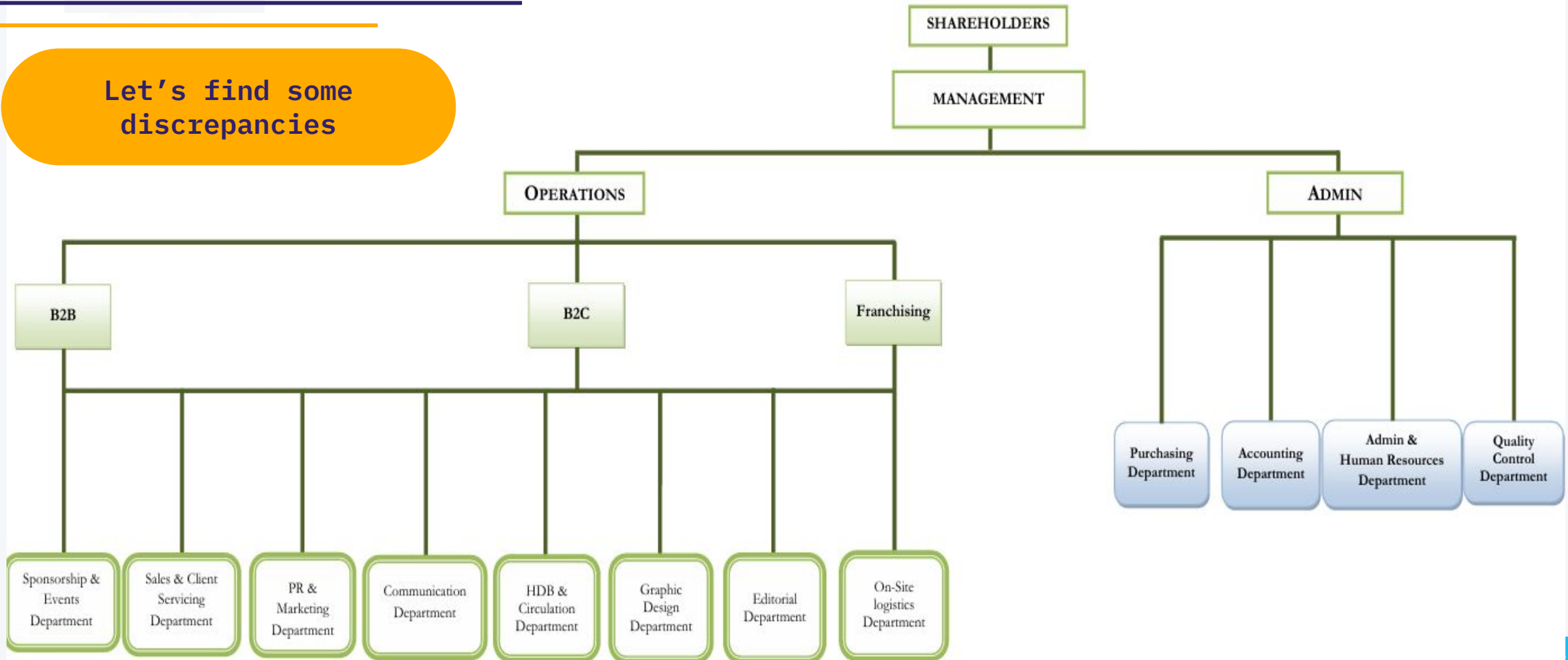
- Flat Structure
Minimal levels of management
- Holacratic Structure
Self-management and distributed authority
- Networked Structure
interconnected semi-autonomous teams



Org Structure

Some examples

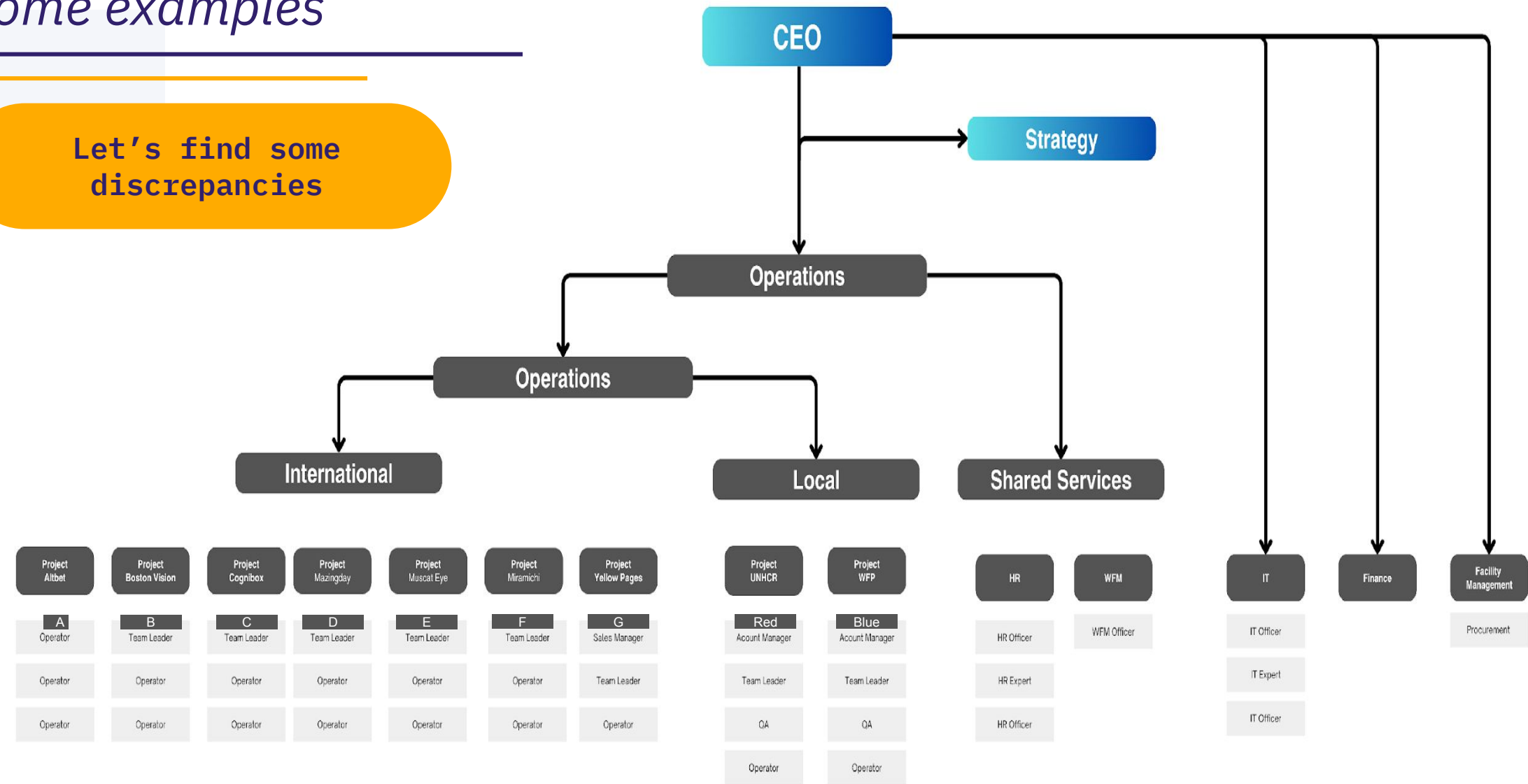
Let's find some discrepancies



Org Structure

Some examples

Let's find some discrepancies



Organization Structure

Best Practices

Clarity of Roles and responsibilities

Set a significant job title naming system.

Build a clear position scale model.

Define at least 3 organizational levels:
Division, Department, and Unit.

Do not remove a department simply because it does not currently exist.

Draft a scalable structure to allow the business to grow or shrink when needed

Do not exceed 4 levels by adding a maximum of one sub-unit."

Mention all needed divisions, departments and units to support the strategy.

Do not design the org chart based on individuals; instead, focus on types of structures.

Do not combine units or departments when the same person holds two or more roles.

Organization Design

5 Principles (Goold & Campbell)

Designing an organization involves understanding what aspects need to be structured and improved

1. Specialization Principle: Establish boundaries that encourage the development of specialized skills within the organization.
2. Coordination Principle: Ensure that activities are coordinated within a single unit to enhance efficiency and collaboration.
3. Knowledge and Competence Principle: Assign responsibilities to individuals or teams best equipped to handle them, leveraging their expertise.
4. Control and Commitment Principle: Achieve effective control while fostering employee engagement and commitment throughout the organization.
5. Innovation and Adaptation Principle: Design structures to be flexible, enabling organizations to innovate and adapt to changing environments.

Governance

Types & Models

Organizations can achieve agility by balancing swift decision-making with clear organization structure governance.

Decisions Making Types

- Type I: High-stakes decisions (big decisions).
- Type II: Frequent decisions requiring cross-unit collaboration.
- Type III: Smaller decisions delegated to accountable individuals.

Agile Governance

- Combines stable and dynamic decision-making element
- Centralization: Decision-making is concentrated at higher organizational levels.
- Decentralization: Decision-making is delegated to managers closest to the action.
- Cross-functional: Decisions are informed by diverse expertise across functions.
- Dynamic Decision-Making: Decisions are made incrementally, allowing for real-time adjustments.

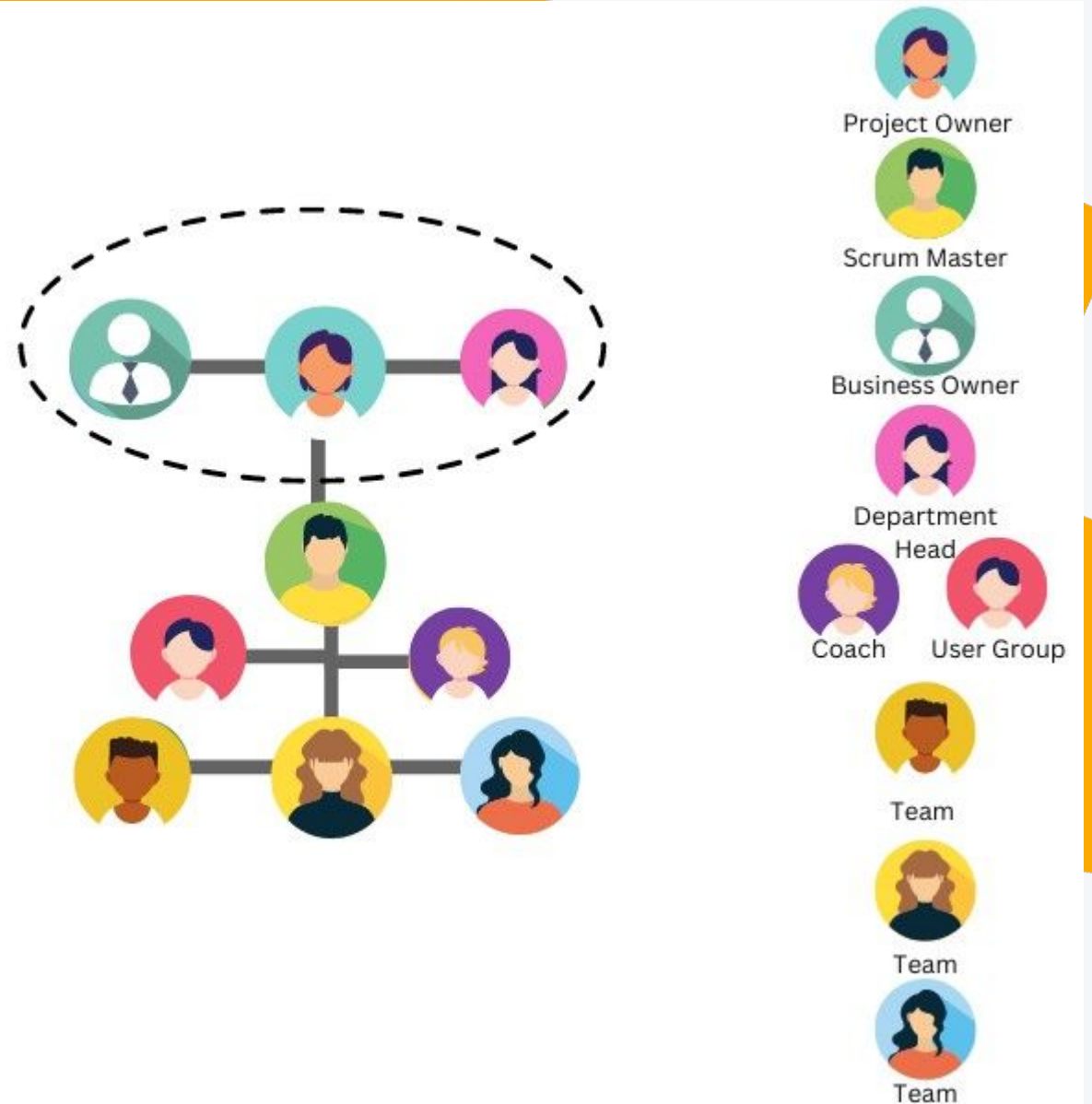
Governance

The Agile Governance Model

Project Management, Committees, Scrum, Squad or Lean teams

Agile governance refers to the structures and processes for decision-making and accountability.

- Decentralized Decision-Making
- Iterative Processes
- Cross-Functional Collaboration
- Data-Driven Decisions
- Empowerment
- Focus on Outcome



Processes

Types & Models

Organizations can achieve agility by creating a stable backbone for key processes, known as signature processes.

Processes Types

- Operational Processes
- Support Processes
- Management Processes
- Innovation Processes
- Communication Process

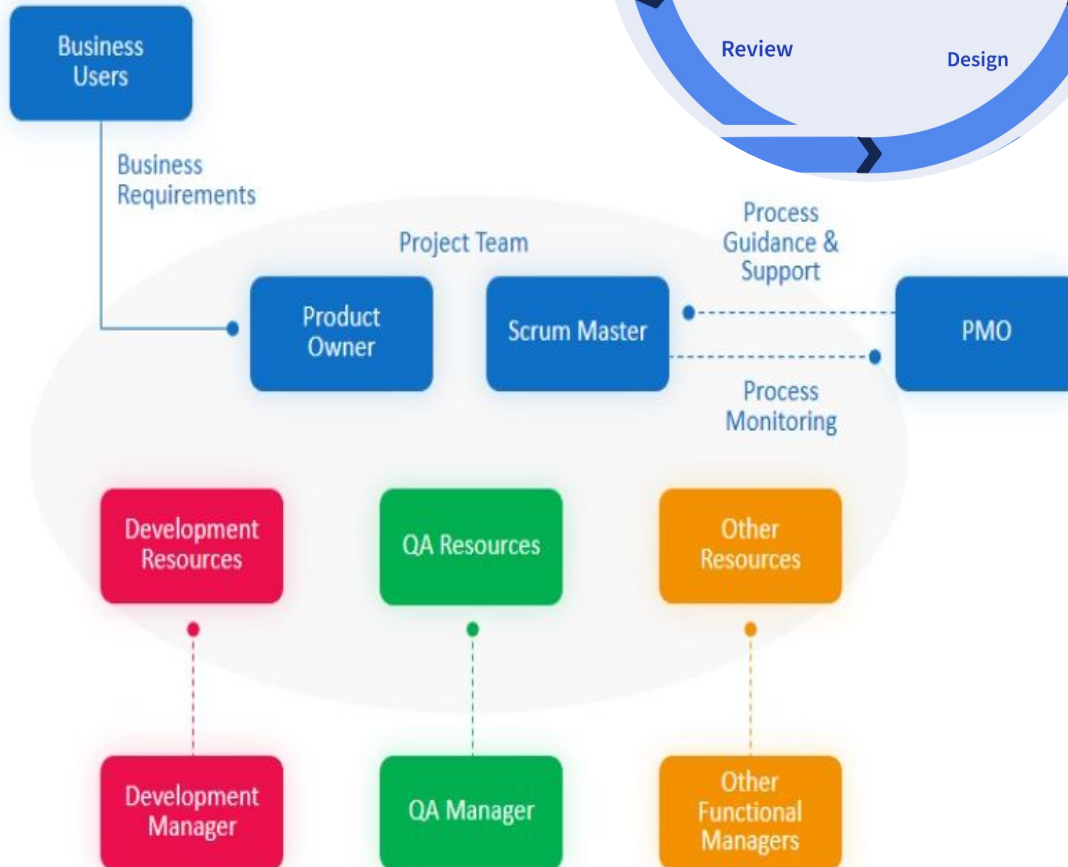
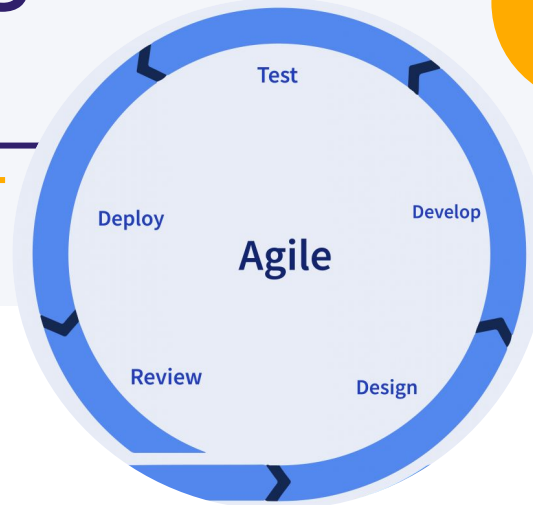
Agile Processes

- Standardized processes enable faster resource reallocation and clearer communication.
- Signature processes are standardized and difficult for competitors to replicate
- Harmonization simplified and streamlined operational activities
- Common operational language, codified in one standard process framework
- Communication process with clear information flow, feedback mechanisms, and defined protocols

Processes

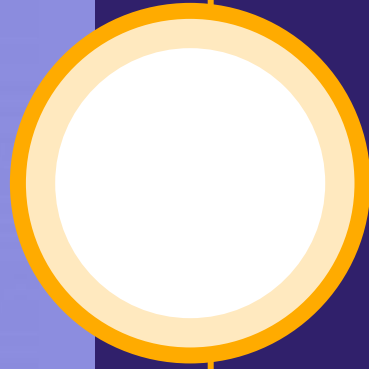
The Agile Process

Organizations can achieve agility by creating a stable backbone for key processes, known as signature processes.



Agile Process & Structure

- Business Process Owners: Improve signature processes.
- Integrators: Ensure cross-functional collaboration and meet KPIs.
- Early Rollout: Indicates potential for faster movement without frequent process changes.
- Behavioral Norms: Agile companies share norms
- Clarity and Adoption: Facilitate agility through easy structural change.



Key Intakes *for Redefining Your Company's Structure*

Redefining Your Org's Structure

Key Intakes

Embrace Flexibility

Empower Teams

Implement Agile Roles

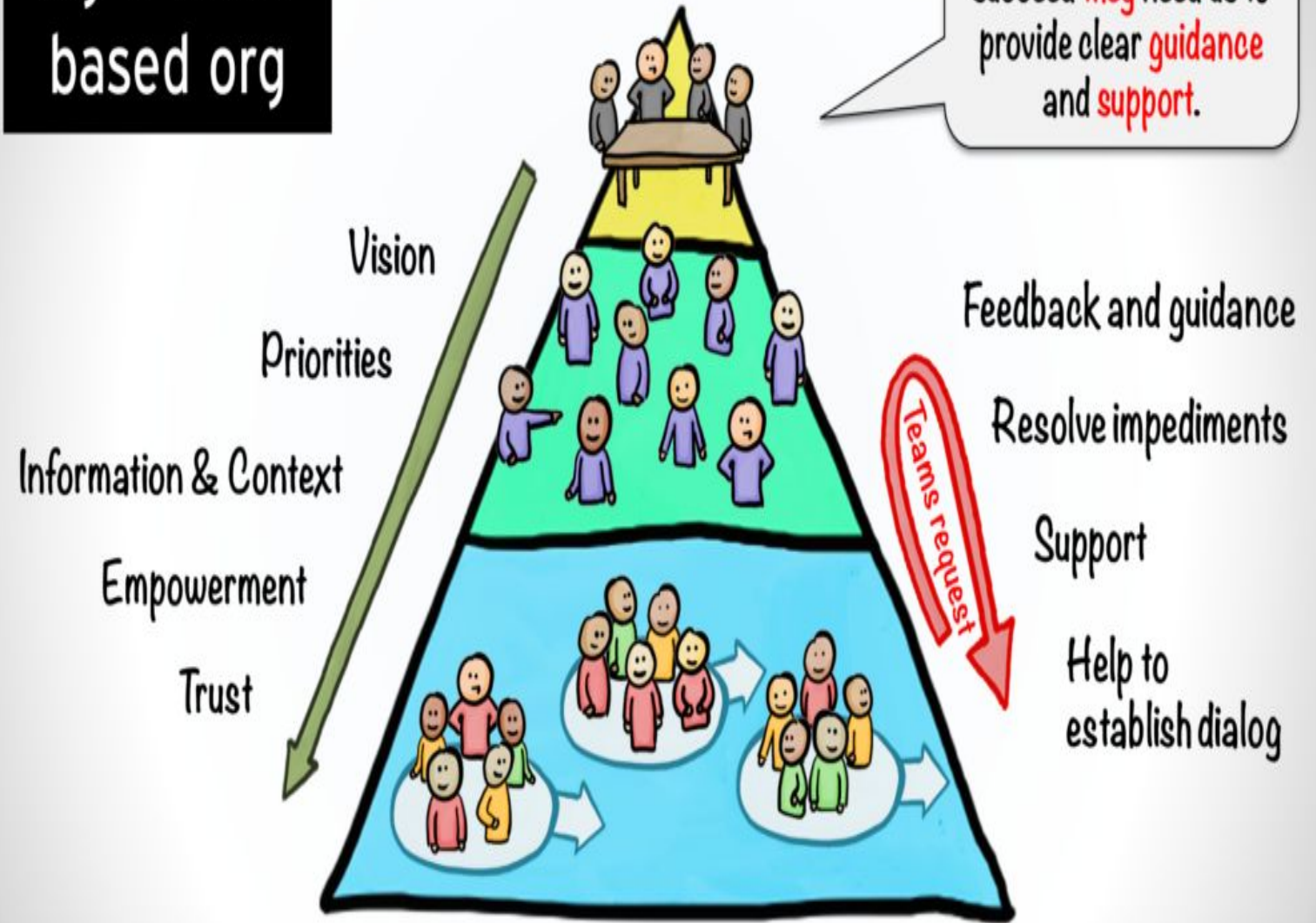
Standardize Processes

Set solid Position Matrix

Clear Communication flows

Foster Collaboration

Agile team based org



Community Discussion

We want to hear from you!

What are your biggest challenges when it comes to re-defining your Organizational Structure?



**Any questions?
Ask away!**