

Transforming Businesses through Organizational Design

There are a lot of business alterations out there – mergers and acquisitions, growing and repositioning your business, cost reductions – that are causing you to rethink and change the way your business is organized. However, making a change to your business structure is a challenge, especially since a business cannot be transformed in only one dimension. In order to reach your desired business goals, your organization needs to integrate multiple dimensions - people, information, and processes - into one cohesive unit.

“Invest in your organization to maximize productivity and to sustain performance.”

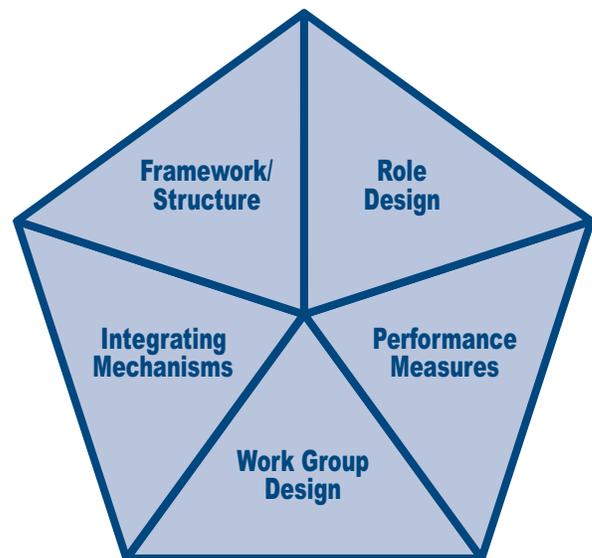
That’s why companies worldwide are turning to People & Performance Solutions™ to provide their expert guidance in organizational design and transition. With our results-based program, we take into account all aspects of organizational design and transition. Our comprehensive approach makes certain that your organization is successfully aligned with your business needs and that your people are prepared for the transition, so that you can achieve your desired business objectives faster and more efficiently.

Through our Organizational Design and Transition Services we offer the following capabilities to enable you to maximize the power of your organization.

A Proven Organizational Design Process

The design of your organization is directly related to the performance of your people. For this reason, People & Performance Solutions organization design methodology provides support in formulating a design strategy and developing a comprehensive organization design implementation plan. Developing a solution that is aligned with your strategy or change in process or technology is pertinent to ensure that your people understand changes in reporting relationships, their role and responsibility, how their performance will be measured and how they will be expected to interact internally and externally.

By implementing all of the components of People & Performance Solutions Organizational Design Method you can be confident that the right solution will be designed for your organization. Our method focuses on aligning your people, information and processes with your strategic undertakings.



Organizational Design Method

A Comprehensive Organization Design

Faced with the need to improve performance due to change, organizations are playing the game of “moving boxes around” on an organization chart. This is not the answer to a successful organization design.

The knowledgeable consultants at People & Performance Solutions have the right answer by helping organizations comprehensively analyze and design a solution that takes into account organization structure, as well as roles and responsibilities, performance measures, work group dynamics and communication mechanisms – the essential pieces that are often overlooked. This complete solution is vital for minimizing disruptions in productivity and to ensure alignment with the strategic changes that are taking place.

Our involvement does not stop at organization design. We provide a proven tool kit that contains all of the templates that steps you through the entire process and accurately documents the solution to make sure that your organization is prepared for the change.



An All-inclusive Transition Plan

To orchestrate a successful organization design, your company needs a process that transitions your people from the current state to the redesigned state.

With our methodical organization transition road map, your organization will achieve operational efficiencies faster so that you sustain your competitive advantage. People & Performance Solutions will customize a comprehensive roadmap that will be comprised of all the critical elements for transitioning your people to the new design. And to ensure a smooth transition, the roadmap will include a detailed budgeting, risk and stakeholder management plans.

A Customized Organization Design

Not all business drivers are the same, nor do they require a standard organization design process. For this reason, your organization needs a customized approach for your organization design. Whether your change may require one component or all five components of People & Performance Solutions Organization Design Method, we work with you to analyze your situation to determine the components that are needed for you to successful design a new structure, as well as transition you people to the new environment.

Maximize the Power of Your People

As your business evolves and your organization reaches your business goals, the value of People & Performance Solutions contribution will be clear. In partnering with us, your people will be more competent and more capable than they have ever been and you truly will have maximized the power of your people.

To learn more about People & Performance Solutions Change Management Program, including our Learning Services and Organization Design & Transition Services, visit our web site at

www.people-performancesolutions.com

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