

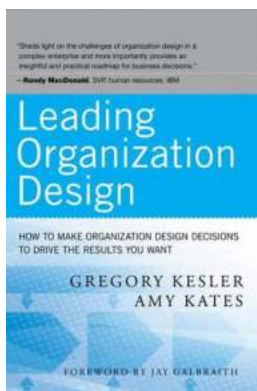
Unlocking the Secret: How To Make Organization Design Decisions To Drive The Results You Want

Creating a successful organization involves more than just hiring talented individuals and having efficient processes. It requires a thoughtful and strategic approach to organization design. In this article, we will explore the key factors to consider when making organization design decisions that will drive the results you desire.

Understanding Organization Design

Organization design refers to the way a company's structure, systems, and processes are aligned to achieve its objectives. It encompasses various elements such as roles, responsibilities, reporting lines, decision-making processes, and communication channels.

A well-designed organization promotes effective collaboration, ensures clear accountability, and optimizes resource allocation, ultimately leading to improved performance and productivity.



Leading Organization Design: How to Make Organization Design Decisions to Drive the Results You Want

by Gregory Kesler (1st Edition, Kindle Edition)

★★★★☆ 4.7 out of 5

Language : English

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Text-to-Speech : Enabled

Enhanced typesetting : Enabled

Word Wise : Enabled

Print length : 286 pages
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Screen Reader : Supported



Identifying Your Objectives

Before diving into organization design decisions, it is crucial to clearly define your objectives. What are you aiming to achieve? Are you looking to increase profitability, enhance innovation, improve customer satisfaction, or all of the above?

Identifying your objectives will provide a solid foundation for making informed decisions throughout the organization design process.

Assessing Your Current Structure

Reviewing your current organizational structure is an essential step to understand its strengths and weaknesses. Look at your current reporting lines, departmental boundaries, and decision-making hierarchy. Are they aligned with your objectives? Do they facilitate smooth communication and collaboration or create silos and bottlenecks?

Identifying areas of improvement will guide you in making necessary design changes that align with your goals.

Analyzing Roles and Responsibilities

Clearly defining roles and responsibilities is crucial for effective organization design. Ambiguity and overlapping responsibilities can lead to confusion and

inefficiency. Consider each role within your organization and identify the key responsibilities associated with it.

Ensure that each role has a clear scope and is aligned with the overall objectives. This clarity will help individuals understand their contribution and enable them to focus on driving results.

Streamlining Decision-Making Processes

Decision-making is a fundamental aspect of organizational effectiveness. Overly complex or centralized decision-making processes can hinder agility and innovation. Evaluate your current decision-making processes and identify areas where streamlining is required.

Empowering individuals at various levels of the organization to make decisions within their areas of expertise can enhance responsiveness and create a culture of accountability.

Fostering Communication and Collaboration

Open and effective communication is the backbone of successful organizations. Analyze your current communication channels and identify any gaps or bottlenecks.

Creating an environment that encourages collaboration, knowledge sharing, and transparency will foster innovation, creativity, and cross-functional teamwork, driving the results you desire.

Piloting and Evaluating Changes

Implementing organization design changes should be done iteratively and with caution. Piloting small-scale changes allows you to assess their impact and make

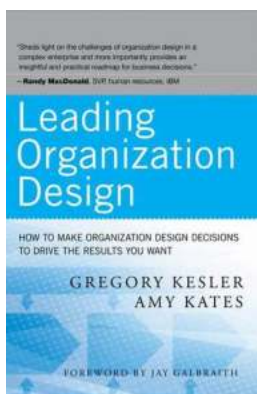
necessary adjustments before rolling them out across the entire organization.

Regularly evaluate the effectiveness of the implemented changes. Monitor key performance indicators, gather feedback from employees, and make data-driven decisions to continuously improve your organization's design.

The Power of Organization Design

Making strategic organization design decisions is crucial for driving the results you want. By aligning your structure, roles, decision-making processes, and communication channels with your objectives, you can unlock the full potential of your organization.

Remember, organization design is not a one-time process. It requires ongoing evaluation and adjustments to adapt to changing internal and external factors. Stay agile and proactive, and you will set your organization up for success!



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Praise for Leading Organization Design

"Sheds light on the challenges of organization design in a complex enterprise and more importantly provides an insightful and practical roadmap for business decisions."

—Randy MacDonald, SVP, human resources, IBM

"Designing organizations for performance can be a daunting task. Kesler and Kates have done an admirable job distilling the inherent complexity of the design process into manageable parts that can yield tangible results. Leading Organization Design provides an essential hands-on roadmap for any business leader who wants to master this topic."

—Robert Simons, Charles M. Williams Professor of Business Administration, Harvard Business School

"Kesler and Kates have encapsulated their wealth of knowledge and practical experience into an updated model on organizational design that will become a new primer on the subject."

—Neville Isdell, retired chairman and CEO, The Coca-Cola Company

"In today's world of global business, organizational design is a critical piece of long-term success. Kesler and Kates have captured multiple approaches to optimize global opportunities, while highlighting some of the keys to managing through organizational transition. A great read for today's global business leaders."

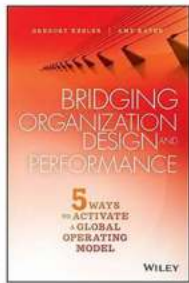
—Charles Denson, president, Nike Brand

"Leading Organization Design has some unique features that make it valuable. It is one of the few and certainly only recent books to take us through an explicit process to design modern organizations. This is accomplished with the five-

milestone process. The process is not a simple cookbook. Indeed, the authors have achieved a balance between process and content. In so doing, Kesler and Kates show us what to do as well as how to do it."

—Jay Galbraith, from the Foreword

Five Ways To Activate Global Operation Model

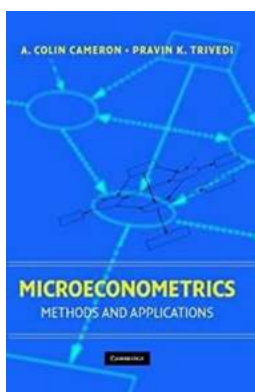


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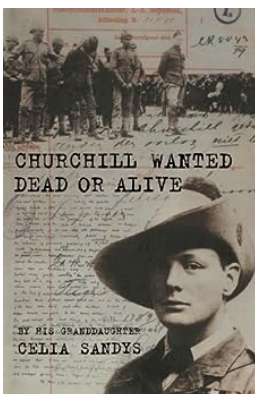
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