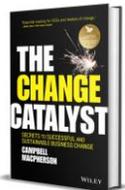




THE ESSENTIAL GUIDE TO ORGANISATION DESIGN POST COVID-19

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Author of
**THE CHANGE
CATALYST**
2018 Business
Book of the Year
2018 Leadership
Book of the Year

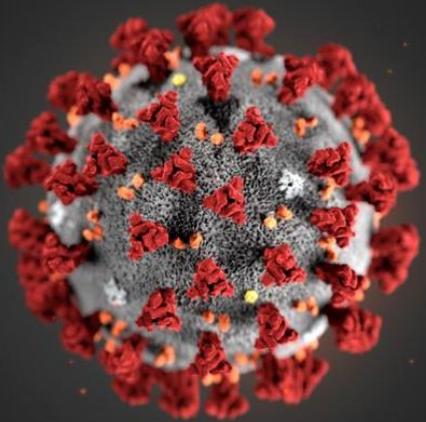
Covid-19 is the most disruptive global event in eighty years and has caused the deepest economic crisis in a Century.

HR Directors have been focused on the survival stage of this crisis – suring up the finances of the organisation, furloughing staff and developing contingencies for potential, and likely, future rounds of redundancies.

Now is the time to pause before acting. To guide the leadership to answer those key questions that will determine the future success - or failure – of the organisation.

- “What will the organisation need to look like to be successful post Covid-19?”
- “What key skills, roles, talent and culture will we need to not only take-off after lock-down but to soar to great heights?”
- “What are the secrets to successful and sustainable organisation design?”

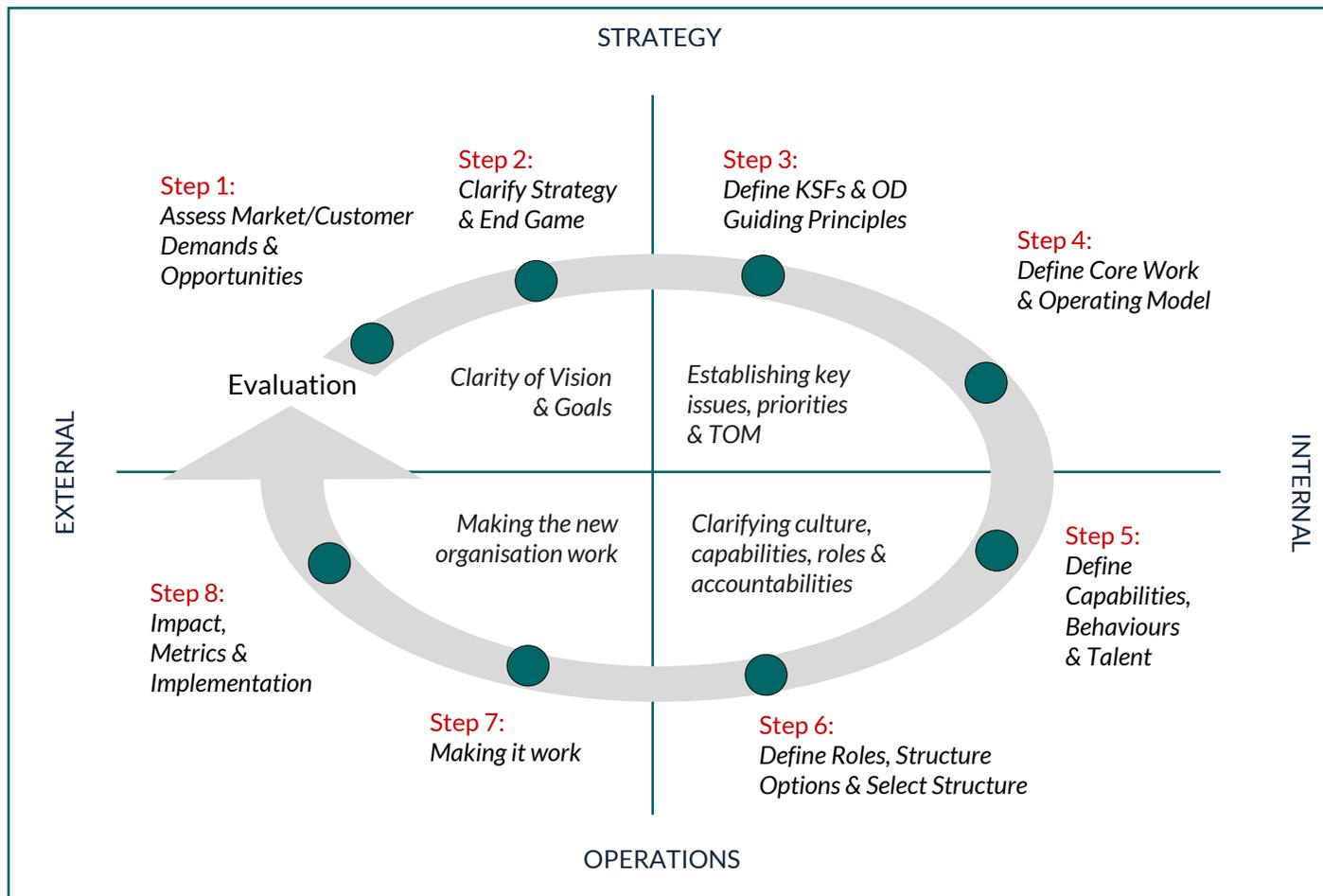
I am glad you asked ...



ORGANISATION DESIGN STARTS WITH STRATEGY



Organisation Design is so much more than structure. It involves clarifying the organisation's strategy and then designing every aspect of the organisation to make sure it is capable of delivering the required results.



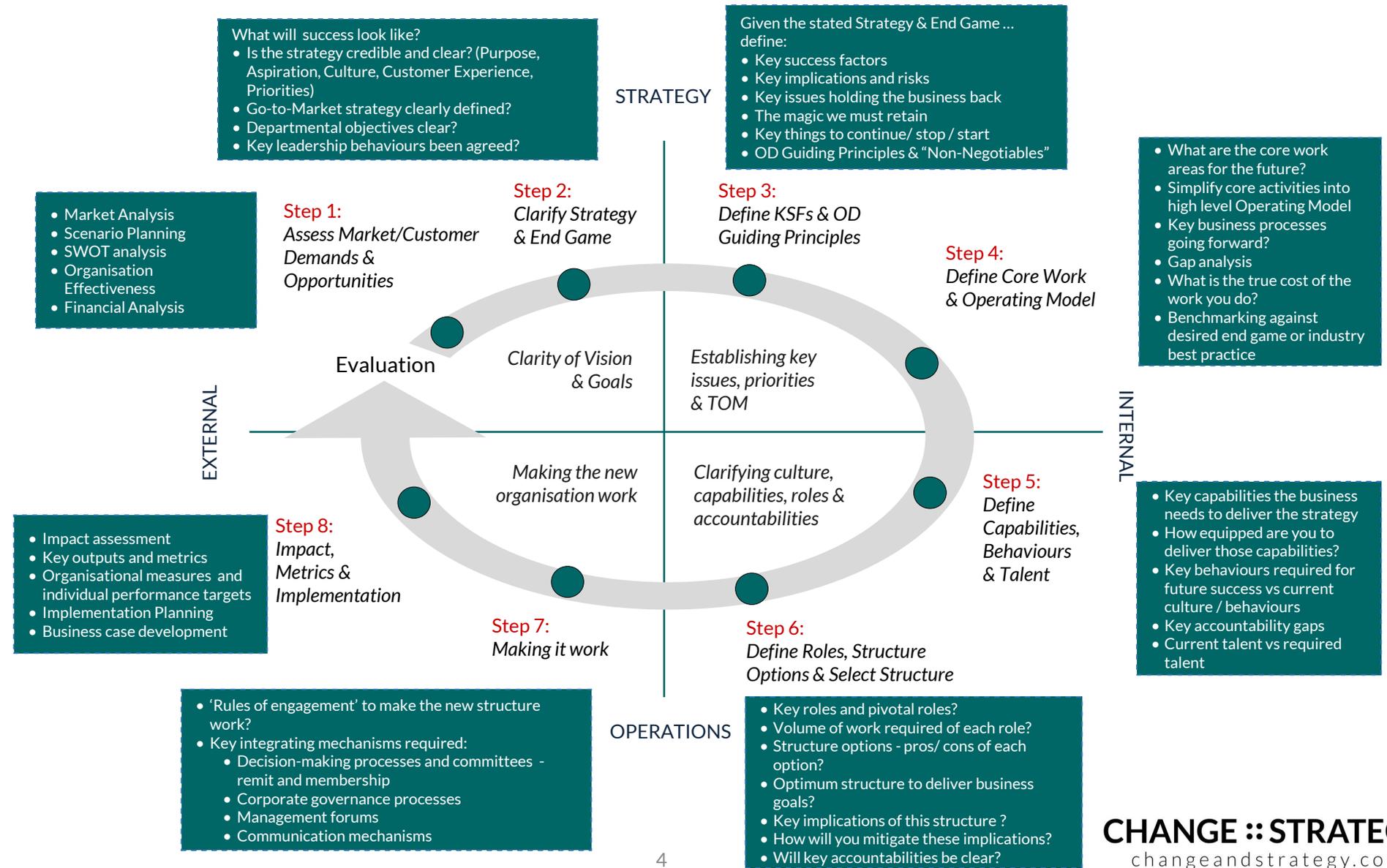
Key Success Factors

Aligned Leadership

Genuine Stakeholder Commitment

Effective Communications

FUNDAMENTAL QUESTIONS FOR EVERY STAGE





1. Clarity of what success looks like and why we are doing this
2. Unwavering commitment from the top to deliver the business outcomes required
3. Involvement and engagement of all key individuals as early as possible in the process
4. Objective & honest assessment of market opportunities and internal strengths & weaknesses
5. Clear, reliable data upon which to base decisions – and the ability to analyse it at speed (www.orgvue.com)
6. Not afraid to back-track to early stages of the process when necessary
7. Shared acknowledgement that no structure is perfect - look at several options and the implications of each
8. Being prepared to compromise - fully aware of why compromise is necessary and the implications
9. The behaviour of the Senior Management Team:
 - Cabinet responsibility
 - Leaders putting the best interests of the company ahead of their own personal interest
 - Strong collective desire to make any structure work
 - Trust amongst the leadership team
 - Confidentiality during the design stage; open, honest and transparent communications afterwards
10. Clear execution plan – with implications fully understood
11. Clear communications plan – well executed
12. Proven Organisation Design methodology and tools

CHANGE :: STRATEGY

changeandstrategy.com

Change is inevitable. Successful change isn't.

*We enable leaders to align their people to a clear strategy
and improve the way their organisations work.*

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