

## Developing Organisation Structure

Some organisations are driven to review their organisation structure because of the need for cost savings in their payroll; others are motivated by a desire to be more effective or because of conflict between team members. We have a great deal of experience of leading organisations through restructures in a way that results in a more motivated and effective team. We start by mapping out the work that must be carried out across the whole organisation and use this understanding to drive the development of effective structure.

### Overview

<b>Type of Learning:</b>	In-house training & consultancy
<b>Suitable for:</b>	Senior Managers who would like to review organisation structure
<b>Duration:</b>	Timing depends on scope of project
<b>Key Question:</b>	How can we organise ourselves so that we deliver our core business excellently and support it efficiently?
<b>Expected Outcomes:</b>	A tight organisation structure that supports effective delivery of your core business. The process that we use is highly participative so it maximises the likelihood that your team will accept the structure that is developed, and minimises the likelihood of key personnel taking fright and leaving prematurely. If you need to downsize, we will help you do it in a way that will leave you with a functioning organisation at the end of the day!
<b>Content Information:</b>	<p>The following outline is tailored to the client's individual requirements:</p> <ul style="list-style-type: none"> <li>➤ <b>Some form of Listening Exercise</b> - this may be with Senior Management in order to understand key issues or it may be with staff focus groups</li> <li>➤ <b>A succession of Work Planning Workshops</b> - starting with the Senior Management Team, and cascading down through departmental groups until the key work activities of the whole organisation are mapped</li> <li>➤ <b>Development of Organisation Structure</b> - structure workshop with the Senior Management Team and/or discussions with team leaders to clarify division of labour</li> <li>➤ <b>Communication</b> - development of communication plan and/or a comprehensive change management strategy; this may well involve providing managers with training in managing transition</li> </ul>

**Other Information:** Job descriptions are usually updated as a result of this process. It's a good idea to have our 'Effective Appraisals' workshop at this point – this workshop helps managers to ensure that each team member is actually doing the work that has been allocated to them, and to the correct standard

“Our consultant had the uncanny ability to get to objectively get to the heart of any issue. Among many of her tasks, she designed and clarified job descriptions for employees across the organization which resulted in clearly defined roles and responsibilities thereby increasing organizational efficiency and improving the functionality of various systems and processes.”

**Michael Lees | International School Founding Director**

## Contact Us

For further information about this solution, or to receive a formal proposal, please contact [info@theleadershipteam.org](mailto:info@theleadershipteam.org)