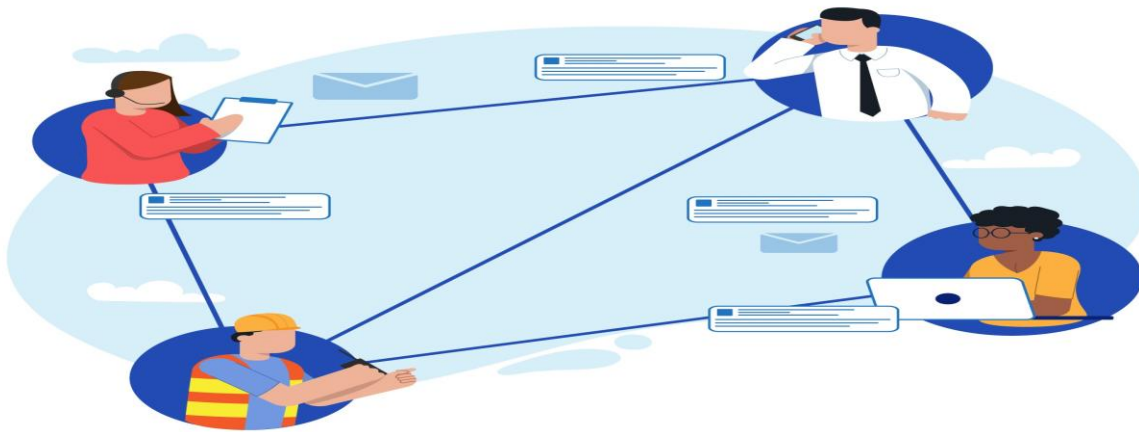


Redesigning your organisation around the decision needs of your strategy



“Organisations succeed over time only when they adapt to the speed and character of external change”

Companies frequently underutilize – or, worse, misuse — reorganisation. While it sounds like (and is) a big step, it’s often one of the most important tool a company has.

Organisations succeed over time only when they adapt to the speed and character of external change. Every aspect of an organisation — from how it operates and is structured to how it is led — must match the current yet ever-shifting context in which it exists.

As the world changes at a faster pace than ever before, companies must change more rapidly as well. Yet the practices, structures, and behaviours at many companies are not designed for such responsiveness.

In many industries and geographies, however, there is ample opportunity to build the structures and processes that take advantage of the new external realities. As companies start on that task, they should recognize that the best way to organize and manage a business is always changing — and that the answers to fundamental questions may be very different 100 years from now than they are today.

What’s the best way to organize a business? What is the right structure, and how should day-to-day decisions be made?

Good structure should be simple, forges collaborative team spirit and designed for faster actions on ground.



Firstly imagine an organizational model a functioning entity, so the fewer moving parts there are, the less likely it is to break. Complexity is a warning sign of poor structure.

Secondly it should be congruent to the current strategy and enable efficient decision making and communication. Which means to understand what decision making is required to enable faster implementation of strategy. A good measure therefore is assessing your speed of implementation of initiatives. Conflicts is a warning sign of poor structure.

Thirdly clearly defining roles within your verticals is key, and makes a significant impact on employee satisfaction (which translated into retention). Clearly defined roles encourage overachievement because you gain efficiency when everyone knows what their job is and feels empowered to do it. Designing roles that match individual capabilities with organizational goals creates a multiplier effect. A good measure therefore is to check if the goals and actions of the individual role will improve the strategic outcomes or not. People grappling with where to focus their attention and how to prioritize and coordinate is a warning sign of poor structure.

There is a caveat though relation between organisational structure and performance is not a straight-line equation. Which means while the appropriate organisational structure is fundamental or bedrock for enabling performance but it alone itself does not guarantee it.

Hence contrary to popular belief, performance is not determined solely by the nature, scale, and disposition of resources, important though they may be. A company's structure, will produce better performance if and only if it improves the organization leader's ability to make and execute key decisions better and faster than competitors. Ultimately, a company's value is just the sum of the decisions it makes and executes. So when you are reorganising the focus should be on decisions.

For most companies, this requires therefore a fundamental rethinking of their approach to reorganization.

What Drives Your Performance? Is a separate subject matter and we will talk about it in a separate article.

At Strategea, our recommendations include developing a visual role wise decision-making chart, evaluating authority matrix, establishing desired communication path ways, revisiting work content, goals and KPIs at unique roles as interventions to improve upon your approach to reorganising your structure better.

Call us to know more about how at [Strategea](#) can help you to develop a more congruent organisation structure that delivers to your strategic needs.



About Strategea:

Strategea is your trusted partner on the journey of transforming your business into a thriving and scalable enterprise. Our mission is simple yet profound: to guide business leaders like you to realize your growth ambitions, embrace transformation, and accelerate your path to success. We work with our clients to provide holistic and customised solutions in the areas of Organization Strategy, Operations, People and Digital Transformation in order to enhance organizational performance and achieve their aspiration!

Business leaders in India face a favourable growth opportunity both in domestic market & globally. To be able to grow to the next level, business leaders need to find a way to replicate their success in new product categories which they need to enter to grow to next level, reduce their learning curve to develop profitable revenue streams in newer markets, achieve efficiencies while they scale their operations and rally their people around the growth vision & business initiatives.

Strategea brings in the required expertise to guide business leaders on solving the complexities that come their way while scaling and expanding their operations to realise their growth aspiration.

Playing the Business Game : Running a successful business is a high-stakes game. Your business journey has routes, detours, and all sorts of obstacles you have to work through. So you need a map. In this book “Playing the Business Game” we are addressing the construct & thinking i.e. what could be direction that you want to take, what model suits you etc. to put your business on a high growth trajectory.

Connect with Us:

We love to hear from you. If you are a business with a rapid growth ambition, don't hesitate to contact us. Let's begin a conversation about how we can help you achieve your goals and set your business on the path to success.

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