



# Organisational Design Consultancy

## Overview

Business Change at any level will have implications for the defined job roles within your organisation. MidlandHR's Organisational Design Consultancy will help you to fully understand your organisational structure and how it fits with changes to your business processes and requirements.

The need for Organisational Design Consultancy can be driven by a number of factors, including:

- Major strategy change
- Changes in core work requirements
- Cultural / political change
- Growth
- Staffing changes
- Poor existing design characterised by unclear roles, conflict and poor workflow

Starting with Organisational Design and Culture Reviews, MidlandHR's Business Change consultants will help you to align structural design and cultural decisions with your overall business purpose and strategy.

## Organisational Design Review

MidlandHR's Organisational Design Review will analyse and review your organisation's job role structure to ensure that individual roles:

- Are in line with newly defined processes
- Support the future requirements that will result from business change
- Are structured in a way that meaningfully connects teams

It will also ensure that individuals are provided with access to the administrative systems, technology and information required to achieve change objectives.

## Cultural Review

**"Culture does not change because we desire to change it. Culture changes when the organisation is transformed; the culture reflects the realities of people working together every day"** [Frances Hesselbein]

A Cultural Review ensures that organisational behaviours, policies and reward mechanisms are tailored towards supporting the future 'vision' for change. Areas for review may include:

- Management Attitudes and Style
- Policies and Procedures
- Reward Structures
- Promotional Materials and Logos

## Benefits of Improved Organisational Design

- ✓ **Create** benefits of scale
- ✓ **Facilitate** shared resource, expertise and support functions
- ✓ **Increase** productivity
- ✓ **Shape** information processing
- ✓ **Deliver** the right information to the right people at the right time

**Existing customers, please contact your MidlandHR Account Manager or Project Manager for more information**