

4 steps to **DESIGN** a successful organization

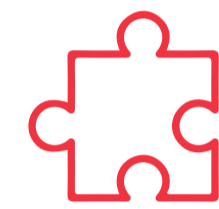
When the design of the organization, its leadership, its culture, and its team dynamics are approached intentionally and strategically—supported by people data—companies have a much better chance of achieving their desired business objectives.

Follow these steps to design a successful organization.



Select your organization's **STRUCTURE.**

- Choose a structure that's aligned with your business strategy.
- Focus on job responsibilities, not who will be performing them.
- Update as needed.



Evaluate your **LEADERSHIP TEAM FIT.**

- Inventory needed leadership competencies to achieve objectives.
- Identify senior leaders' fit to the required competencies.
- Develop and execute a plan to address leadership gaps.



Understand senior **TEAM DYNAMICS.**

- Consider the senior team as a mini-organization.
- Create awareness of senior team member similarities and differences.
- Have senior team leaders monitor and manage team culture.
- Create flexibility and the ability to adapt to change.



Establish your **CULTURE.**

- Map your culture to your strategy.
- Identify where your culture is not aligned with your business strategy.
- Develop and execute a plan to address culture gaps.