

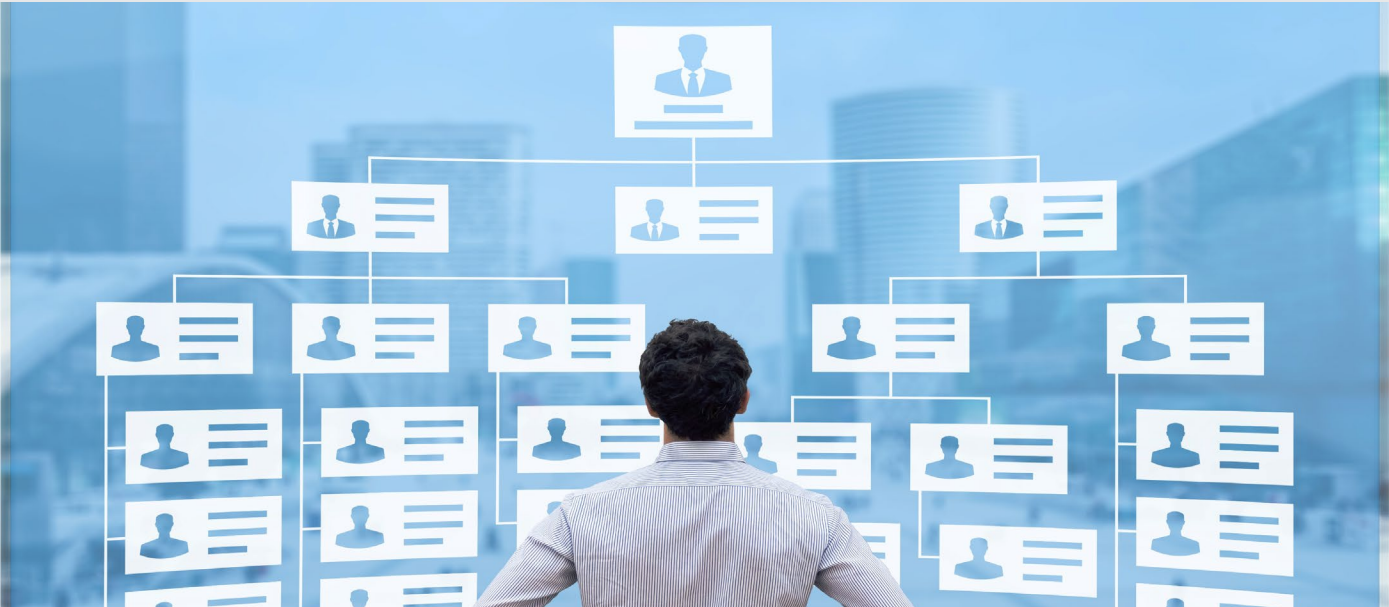
ORGANIZATION READINESS PROCESS WORKSHOP

Organizational Structure & Governance

Right Workforce & Competencies

Required Talent for Strategy Execution

Fully Engaged Organization



ORGANIZATION READINESS PROCESS (CASE STUDY)

PROJECTSCOPE

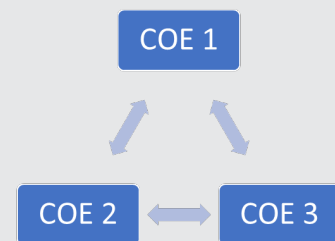
A publicly-traded industrial company with R&D resources in 9 locations (the result of several acquisitions) is establishing 3 Centers of Excellence (COEs) while maintaining limited sustaining engineering (reducing engineering locations from 9 to 7). The goal is to improve time to develop new products, % of new product sales and move from a custom centric model to a general-purpose model.

OUR APPROACH

- OTA process executed to create org structures for 3 COEs including developing a transition strategy to reallocate resources and/or costs as needed to new COEs
- ID gaps in future resources needed to design/deliver next gen products
- Developed an organization design that allowed new product sets to work effectively as a system

RESULTS DELIVERED

Reallocated 12% of R&D resources to COEs and identified a 10% overall reduction in HC. New product launch improved from 30 to 18 months. New products a % of sales increased by year 3 from 14% to 26%.



- 12% resource reallocation to Centers of Excellence
- 10% headcount reduction
- NPD launch: 30→18 months



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ORGANIZATION READINESS PROCESS WORKSHOP

WHAT IS THE ORGANIZATION READINESS PROCESS?

Organization Readiness Process - is a talent management process that links Strategy to organization structure and governance. It ensures that the right competencies exist in the workforce to execute the strategy, aligns and moves talent to strategy critical positions, and engages the whole organization to execute the strategy:

- Do we have the right organizational structure and governance to deliver the strategy?
- Do we have the workforce and competencies in place to deliver the strategy?
- Do we have the required talent to deliver the strategy?
- Do we have an engaged organization to deliver the strategy?

WHEN TO USE THE ORGANIZATION READINESS PROCESS?



Strategic Shifts – Strategic changes as a result of environmental factors



Redefinition of Work – Redesign may be required to meet changes in core work



Cultural Change – Some redesigns are implemented to reshape the informal org



Growth – As new tasks and strategies are taken on, the needs of the business change



Ineffective Org Design – It is necessary because of performance problems.

ORGANIZATION READINESS PROCESS WORKSHOP DELIVERABLES:

- Current and Future State Organizational Charts
- Gap analysis on Talent and Competencies
- Detailed Action Plans to close the talent gaps

REQUEST A CONSULT:
INFO@LEANFOCUS.COM

How do I get started?

Schedule an Organization Readiness Process Workshop

Take the first step toward workspace transformation. Contact us today to schedule a consultation and discover how Organization Readiness can elevate your company's operations.



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