



REDWOOD ADVISORS

**Organizational Design
& Excellence**

*Align your organization with your
strategic goals*

Organizational Design & Excellence projects can help optimize your org structure to best support your strategy and top objectives

Substantially improve your organization's effectiveness by tightly aligning your company's org structure, roles and responsibilities, core processes, etc. against your strategy and top objectives

Organizational Design & Excellence projects address:

- What are best-practice org design principles for companies in your peer set?
- What is a target org design that could help your team better achieve your goals?
- How can your team best transition from your current to your target org design?

Key outcomes

- **Clarify how your org design can best support your strategy and top strategic objectives**
- **Codify and analyze your current org design and critical activities** (e.g., lines and boxes)
- **Draft potential new org models** to help you best achieve your goals based on expertise, case studies, options to consider, etc.
- **Evaluate, select, and build-out a target future-state org model** including a comprehensive, vetted map of the current organization (i.e., lines and boxes), including roles, reporting lines, and key responsibilities
- **Smooth and de-risk the transition** by identifying key gaps between the current and future org models, creating a transition plan, and preparing materials to help with transition day



Organizational Design & Excellence: Process Overview

Phase	 Current State Diagnostic & Assessment	 Future State Org Design	 Org Design Implementation Roadmap
Key outcomes	Assess top strengths and major gaps of current org across structure, roles, processes, etc.	Design future-state org model by developing and assessing 1-3 key options	Align around a future-state org model and develop plans to smooth the transition
Key activities	- Assess the current org's structure, roles & responsibilities, and talent - Assess the current-state processes, governance, and outcomes & metrics - Create a comprehensive, vetted, granular map of the current organization (i.e., lines and boxes), including roles and reporting lines - Identify key activities and responsibilities for current roles and levels	- Set the strategy and guiding principles for the new organizational structure - Draft potential org models - Articulate the pros and cons of each org model; refine models as helpful - Select and align on a future-state org model - Define key activities and responsibilities for future-state roles and levels - Estimate future-state staffing levels for all key roles	- Develop a detailed timeline for executing the transition to the future-state org - Identify the key gaps between current- and future-state org - Articulate and assign key next steps to key stakeholders - Map employees from the current to new org structure - Identify critical processes to manage while transitioning

Projects can unlock ~**5-10% productivity gains** and **reduce decision cycle times by ~20-30%**