



**REDWOOD ADVISORS**

**Organizational Design  
& Excellence**

*Align your organization with your  
strategic goals*

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

Substantially improve your organization's effectiveness by tightly aligning your company's organizational 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?

- **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 Assessment	Org Design & Selection	Implementation
<b>Key goal</b>	<ul style="list-style-type: none"> <li>Understand top strengths and major gaps of current org structure</li> </ul>	<ul style="list-style-type: none"> <li>Design future-state org model</li> </ul>	<ul style="list-style-type: none"> <li>Smooth the transition to the future-state org</li> </ul>
<b>Key outputs</b>	<ul style="list-style-type: none"> <li>Full org diagnostic including lines &amp; boxes, activities, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Future-state org design</li> </ul>	<ul style="list-style-type: none"> <li>Org transition plan</li> </ul>
<b>Key activities</b>	<ul style="list-style-type: none"> <li>Current-state org mapping (e.g., lines and boxes) with roles and reporting lines</li> <li>Current-state org dep-dive (e.g., key activities, key responsibilities)</li> </ul>	<ul style="list-style-type: none"> <li>Case studies of peer orgs</li> <li>Guiding design principles</li> <li>Potential model drafting</li> <li>Draft model pros and cons</li> <li>Future-state org model revision and selection</li> <li>Future org model build-out (e.g., key activities, key responsibilities)</li> </ul>	<ul style="list-style-type: none"> <li>Key gaps identification (current- vs. future-state org)</li> <li>Employee mapping to future-state org</li> <li>Critical process management plan (for transition)</li> </ul>

