



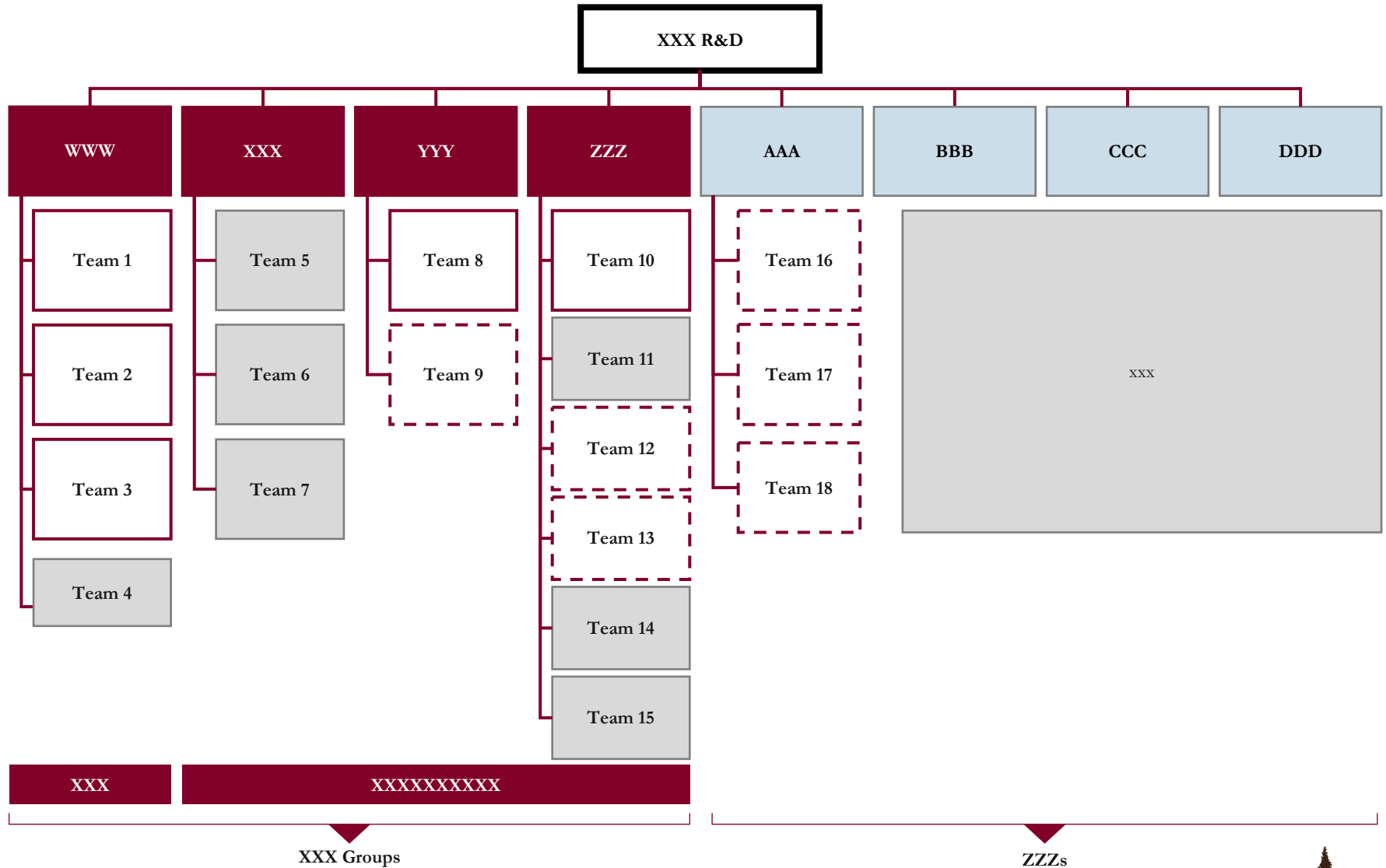
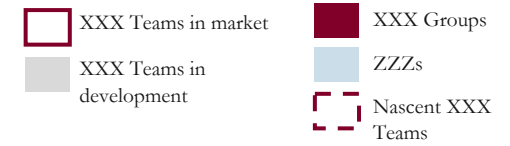
Organizational Design & Excellence

Sample Materials

Agenda

- **Current-state overview**
 - Organizational Structure: Options
 - Organizational Recommendation
 - New Organizational Structure
 - Roles and Responsibilities
 - Core Processes

XXX R&D: Current organizational structure



Role responsibilities

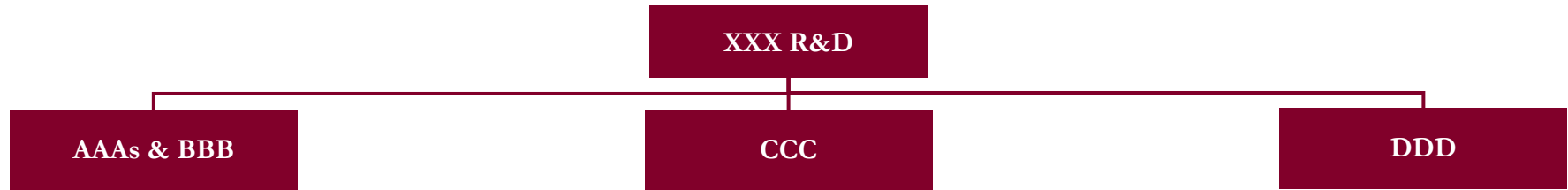
Position	Job description	Responsibilities	Percent time
Position A	<ul style="list-style-type: none"> Position A sets the XXX plan, ensures internal alignment with plan and provides YYY 	<ul style="list-style-type: none"> Set XXX and XXX with XXX Set and review XXX with XXX team Oversee XXX using XXX Review XXX and XXX Manage XXX 	<ul style="list-style-type: none"> 25% 20% 20% 20% 15%
Position B	<ul style="list-style-type: none"> Position B owns the XXX and ensures YYY and ZZZ 	<ul style="list-style-type: none"> Inform XXX plan Set XXX plan Approve XXX changes for each XXX Consolidate XXX on XXX Manage XXX of XXX team 	<ul style="list-style-type: none"> 10% 30% 25% 15% 20%
Position C	<ul style="list-style-type: none"> Position C owns new XXX and YYY, ensures ZZZ and coordinates XXX 	<ul style="list-style-type: none"> Inform XXX plan Set XXX plan Approve and oversee XXX Coordinate XXX with XXX leads Manage XXX of XXX team 	<ul style="list-style-type: none"> 10% 25% 25% 25% 15%
Position D	<ul style="list-style-type: none"> Position D helps XXX and YYY best practices while helping ZZZ 	<ul style="list-style-type: none"> Inform XXX plan Set XXX plan Oversee XXX and XXX of XXX Consolidate XXX from XXX and XXX with other XXX leads Identify XXX gaps 	<ul style="list-style-type: none"> 10% 25% 25% 20% 20%

Agenda

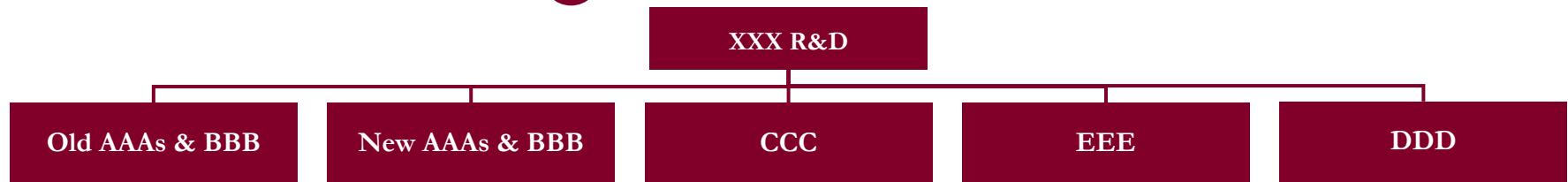
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Option 1: Organization by XXX Groups

1A XXXXX Orientation



1B YYYYY Orientation



Key Observations

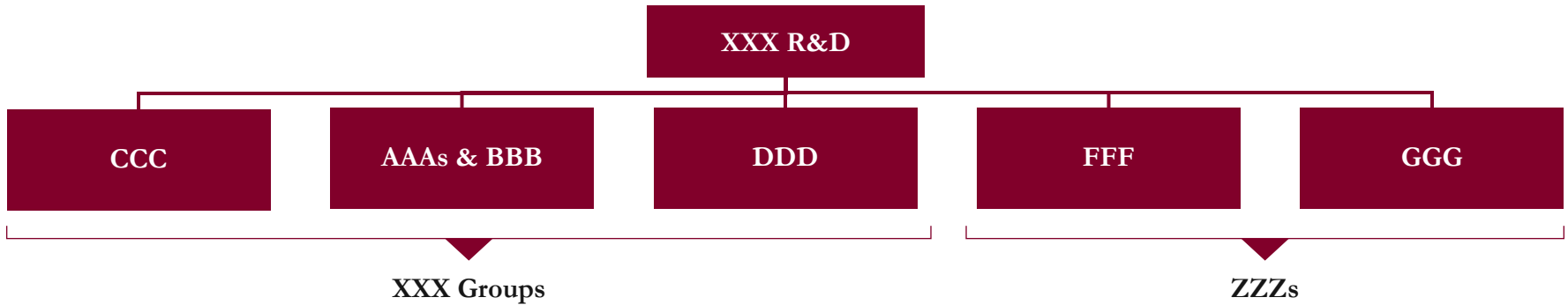
XXXXX

- This option largely reflects the R&D group's current organizational structure except the organization would have staff allocated into the XXXXX (e.g., CCC, DDD)
- This is the simplest organizational structure and would have enable XXXXX heads to manage XXX

YYYYY

- This structure goes to the YYYYY level and organizes by YYYYY (e.g., BBB) not XXXXX (e.g., CCC)
- The heads of each group would own YYYs that fall under their area of control (e.g., EEE)

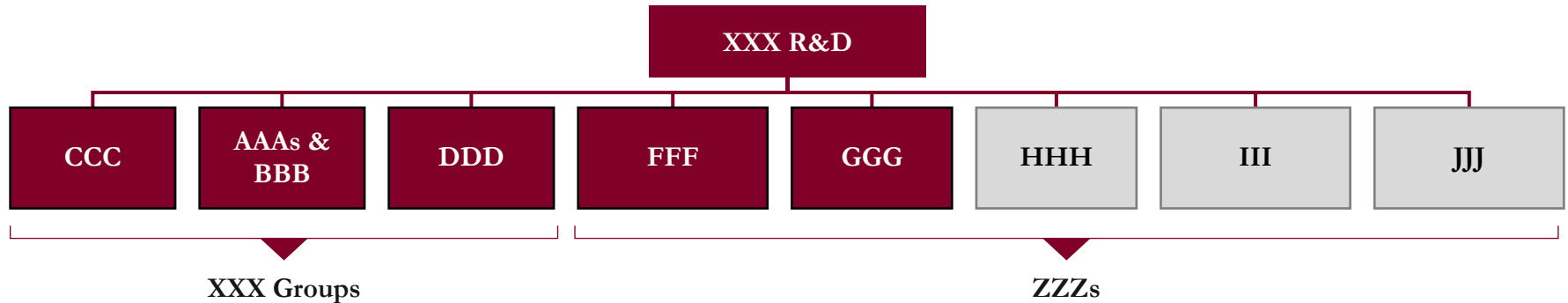
Option 2: YYY Groups with a few key ZZZs



Key Observations

- This structure orients around three XXX groups (i.e., CCC, AAAs and BBB and DDD) and two key ZZZs (i.e., FFF and GGG)
- The CCC organization would include all XXX (e.g., older AAA and BBB products) and thus allow the other groups (e.g., DDD, FFF) to focus on XXXXXXXXX
- The AAA & BBB and DDD groups would work on XXXXXXXXX in their relevant areas (e.g., XXX, XXX) with FFF focused largely on XXXX
- The GGG group would “own” the XXXX assets across the XXXX and provide assistance with the XXXX across the XXX teams to create a XXXXXXXX

Option 3: XXX Groups with numerous ZZZs



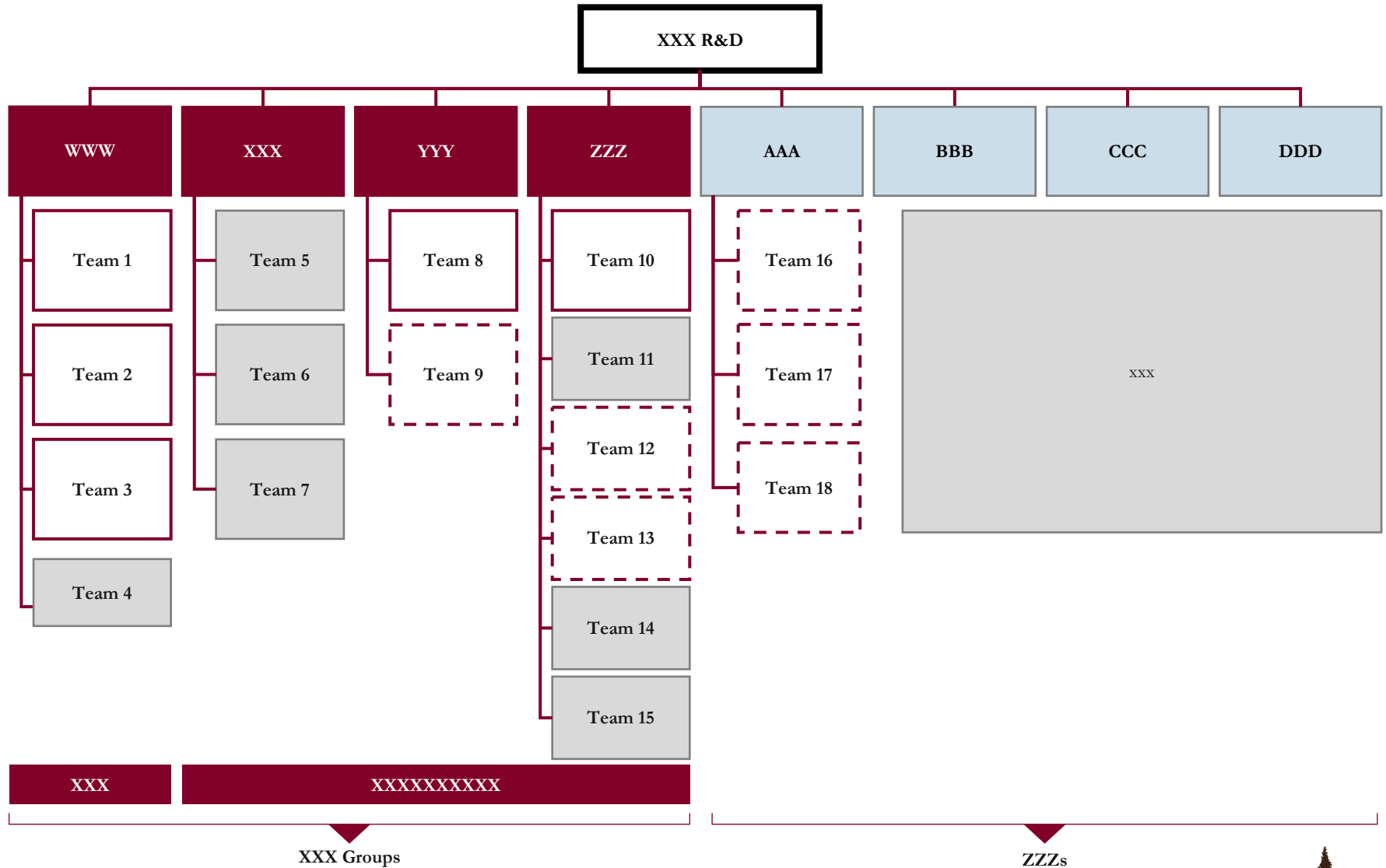
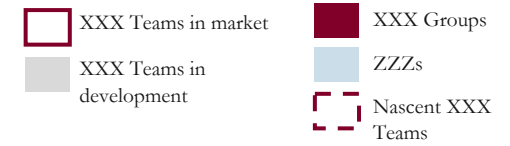
Key Observations

- This structure orients around the same three XXX groups (i.e., CCC, AAAs and BBB and DDD) and five ZZZs including HHH, III and JJJ
- The CCC organization would include all XXX (e.g., older AAA and BBB products) and thus allow the other groups (e.g., DDD, FFF) to focus on XXXXXXXXX
- The Breakthrough Innovation group would focus largely on areas that all outside the current product groups (e.g., sensors)
- The added ZZZs would provide XXXXXX (e.g., XXX, XXX) to all the XXX teams and XXX groups, driving XXXX and YYYY but generally XXXXXXXX
- The personnel required to staff the additional ZZZs would need to come by XXXXXXXXXX

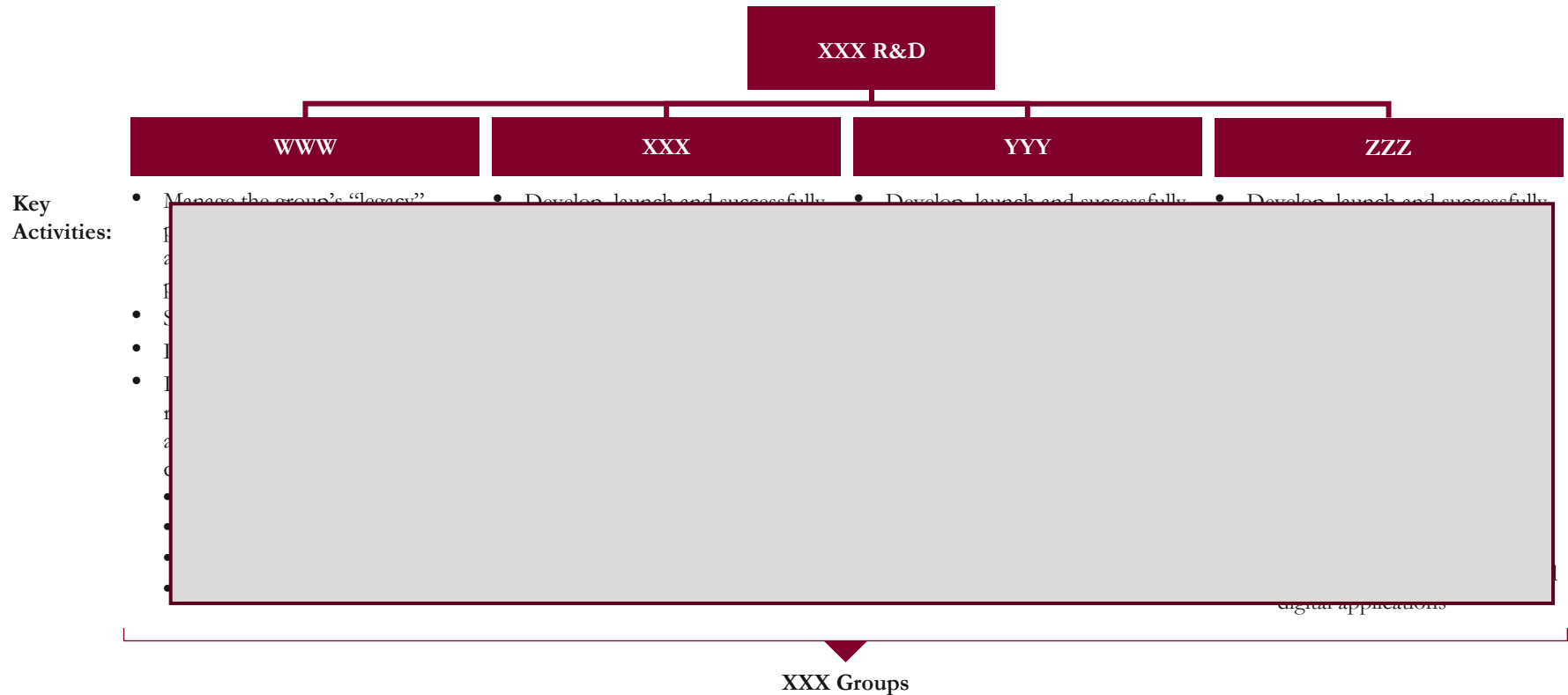
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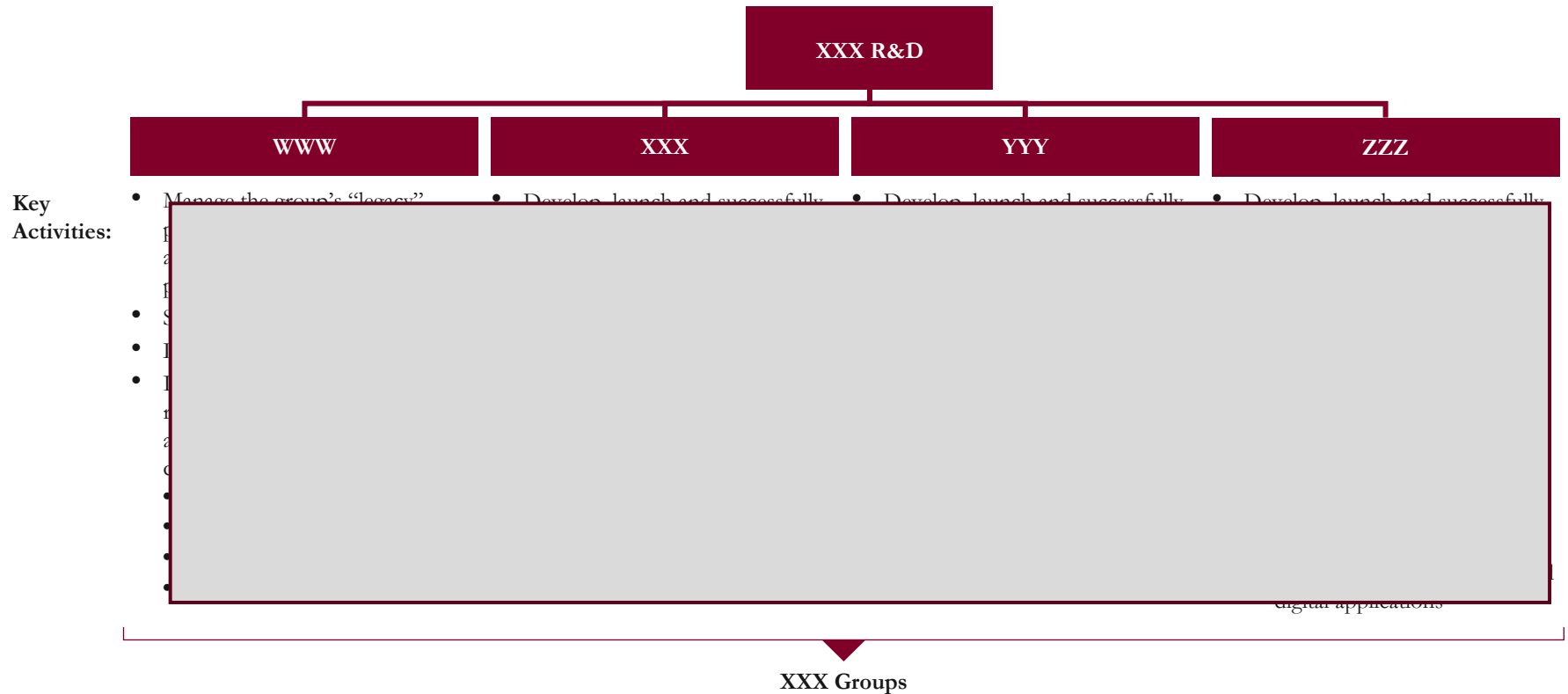
XXX R&D: Draft organizational structure



XXX R&D: Key activities by organizational group



XXX R&D: Key changes by organizational group



Agenda

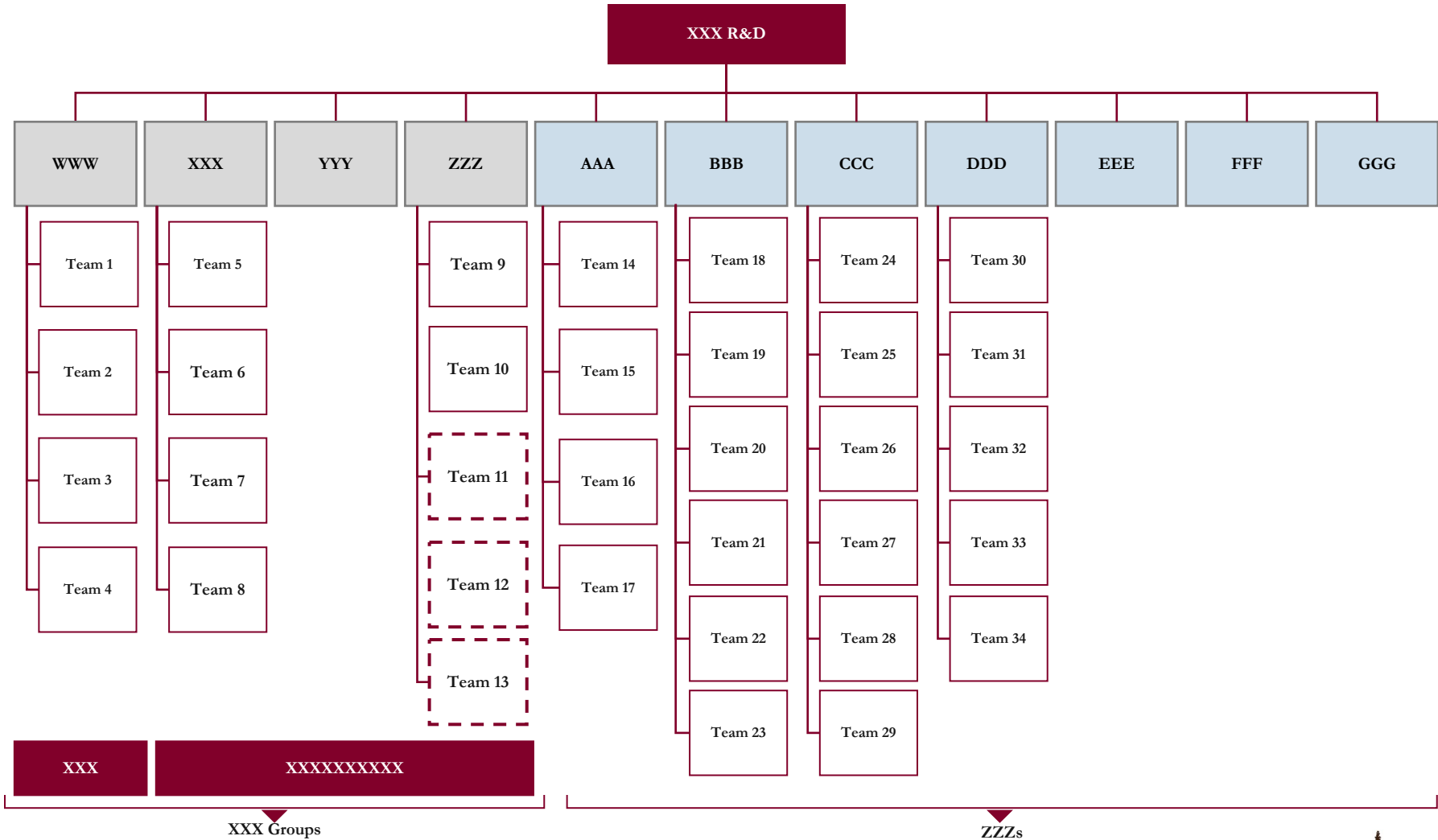
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XXX Groups

ZZZs

Nascent XXX Teams

XXX R&D: New organizational structure



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Role responsibilities (1/2)

May not be a staffed role

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Role responsibilities (2/2)

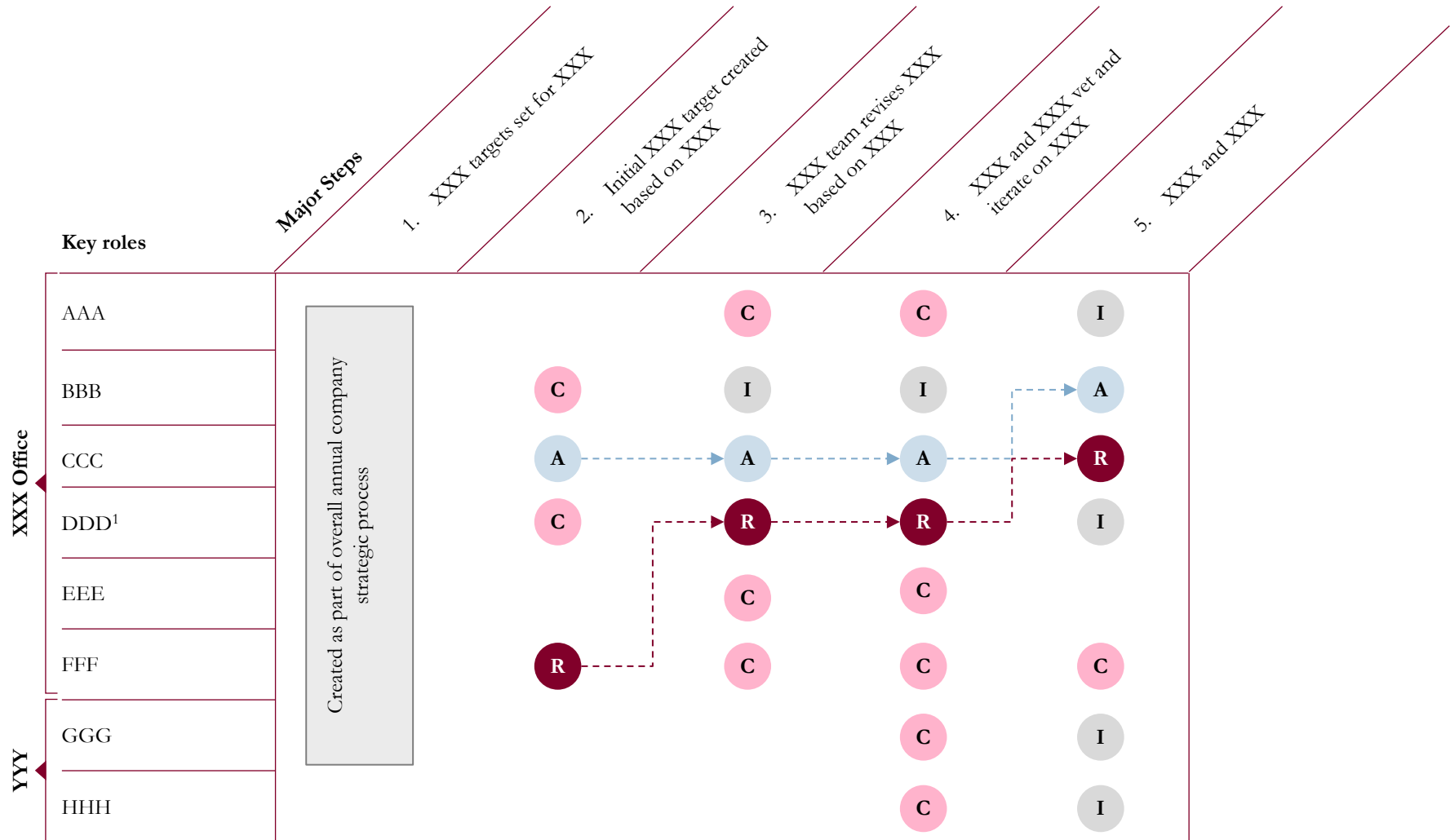
Position	Job description	Responsibilities	Percent time
Position E	<ul style="list-style-type: none"> Position E applies XXX to specific YYY with ZZZ and collaboration with leadership 	<ul style="list-style-type: none"> Apply XXX for XXX Create XXX with XXX Oversee XXX within XXX Report progress to XXX and XXX Gather, report, and XXX 	<ul style="list-style-type: none"> 20% 20% 25% 20% 15%
Position F	<ul style="list-style-type: none"> Position F owns new XXX, develops clear YYY and reports ZZZ 	<ul style="list-style-type: none"> Develop XXX strategy and goals Execute specific XXX Track and improve XXX and XXX Report on XXX Update XXX with XXX 	<ul style="list-style-type: none"> 25% 35% 10% 15% 15%
Position G	<ul style="list-style-type: none"> Position G provides XXX strategy and YYY by creating ZZZ 	<ul style="list-style-type: none"> Provide XXX to support XXX Manage XXX Approve and oversee XXX Coordinate with XXX team Update XXX with XXX 	<ul style="list-style-type: none"> 20% 25% 25% 10% 20%
Position H	<ul style="list-style-type: none"> Position H provides XXX ability and YYY to offer support to ZZZ 	<ul style="list-style-type: none"> Data pulls and analysis for XXX Support XXX and XXX Support XXX, XXX and XXX 	<ul style="list-style-type: none"> 50% 25% 25%

Agenda

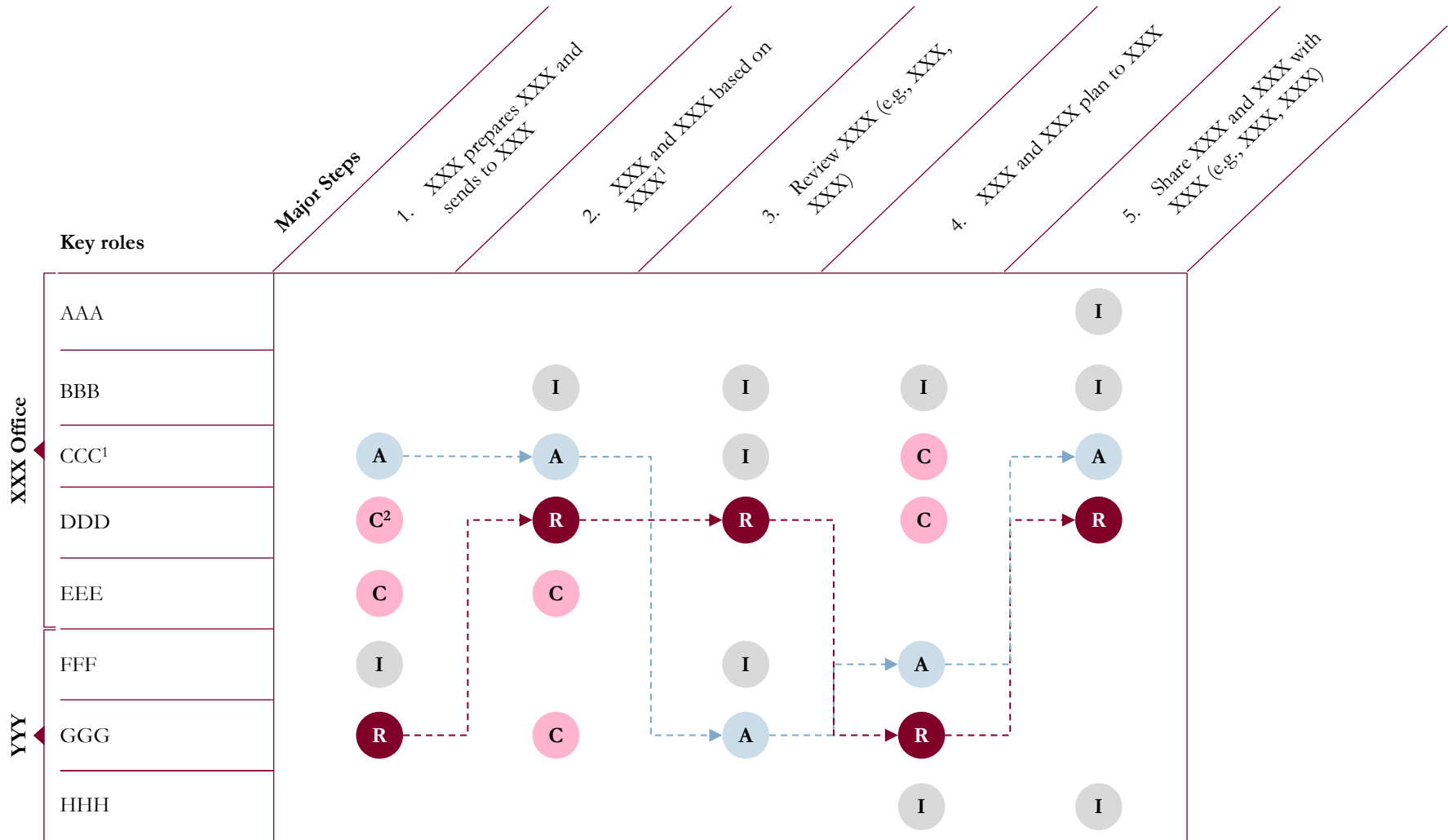
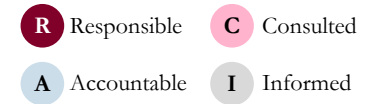
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Annual goal setting: Deep Dive

R Responsible
 C Consulted
 A Accountable
 I Informed



Monthly review and gap remediation process



Notes: (1) XXX
 (2) YYY