

## Organisation Design, Structuring and Alignment

*Is your organisational structure designed to align to your strategy? Does it ensure that the functional structures and executive heads and their teams have both accountability and responsibility for effectively executing your organisation's strategic plan?*

*Strategically-aligned organisational structures enable executive heads and functional teams to engage and participate in executing the organisational strategy in a cohesive manner.*

Executing on a company's strategy requires strong organisational capabilities. Organisations often need to re-evaluate the effectiveness of their business models and resultant structures as a result of mergers, acquisitions, internal business processes and downsizing / right-sizing activities.

The challenge is not merely to respond to external or internal triggers of change, but how to keep organisational structures dynamic, enabling them to respond to changing environmental conditions while remaining competitive, whilst at the same time delivering on the organisation's performance targets.


Both designing and implementing an optimal strategy-aligned organisational structure is a critical task for senior executives and can be a complex balancing act between what is ideal and what is practical. Management teams need to consider the landscape in which the organisation operates and design an appropriate business model-informed structure, considering the complexity of many internal and external relationships. The challenge is to find a practical model to satisfy the needs of all stakeholders and implement sound governance processes, supported by organisational structures that facilitate the smooth operation of all the functions within the organisation.

Designing effective organisational structures that consider business models and operating structures, while taking into account the organisational needs, as well as stakeholder expectations, needs to be an objective process. StratNovation understands the constructs of centralisation vs. decentralisation, thus enabling the formulation of an effective design of corporate centres, business units and shared services including centres of excellence.


Considering the strategy and business processes of the organisation, StratNovation guides organisations in developing optimal, strategically-aligned organisation structures to effectively enable the diligent execution of business strategies. Hierarchical relations, divisions of tasks and roles are defined as important enablers to creating connections throughout all parts of the organisation.

### FOLLOW-UP with a StratNovation team member

 [www.stratnovation.co.za](http://www.stratnovation.co.za)

 +27(63) 662 6165

 [StratNovation linkedIn.com](https://www.linkedin.com/company/stratnovation)

 Office +27(11) 706 8999 OR +27 087 802 6256

 Skype Message or schedule a discussion: [stratnovation](https://www.skype.com/people/stratnovation)

 [info@stratnovation.co.za](mailto:info@stratnovation.co.za) /

Appointments and / or Skype Consultations: [appointment@stratnovation.co.za](mailto:appointment@stratnovation.co.za) Indicate if you would you like to:

1. Follow / receive our quarterly thought leadership 5-liner on this subject Directly and / or through our website?
2. Follow our BLOG on this subject to keep up-to-date with our latest views on this topic!