

# Five steps to create an effective org design

## 1 Clarify Strategy

- Discuss and confirm the strategy
- Ensure understanding and alignment

## 2 Identify Capabilities

- Identify Differentiating Capabilities that the organization must deliver

## 3 Assess Current State

- Where are we today?
- Review current state metrics and perceptions

## 4 Identify the Right Changes

- Where will change have the greatest positive impact?
- Consider process, people, rewards, and structure

## 5 Implement & Monitor

- What are our implementation metrics?
- How will we manage the transition successfully?