



Organization Design Solutions

Designing Your Organization
for Growth and Rapid
Decision-Making

Today's global environment is complex. Driving business growth and innovation while balancing new technologies, digitization, change, and macro disruption is requiring organizations to revisit and refine their organizational structure and design to stay competitive.

Does your structure limit your ability to create new strategies, grow, innovate, or respond to market trends quickly? Are workflows and communications within and across teams optimized to deliver with excellence? Does your organization have the skills needed to deliver your strategy?

A strong Organization Design solution focuses on overcoming three key challenges:

- Performance failures
- Changes in strategy and new business models
- Structure limiting ability to expand service offerings and new business ventures

In the modern business landscape, adaptability, frictionless teams, and rapid change are the differentiators allowing organizations to outpace competitors, capture and integrate new trends, and empower product offerings for customer needs.

Designing your organization for growth and rapid decision-making

GP Strategies® partners with you to redesign your organization to align your structure, work processes, metrics, and talent in order to achieve your strategy, mission, and vision.



The success of our customers is our success

GP Strategies partners with you to create experiences that equip you and your team to shape the future of your organization.

Strategy: Grow and compete in your market.

Strategy drives all your business' decisions, it should do the same when designing your organization. GP Strategies' consultants are experienced in aligning strategy to your structure, work processes, performance metrics, and people practices to achieve business results.

Capabilities: Harness what you need to outshine the competition now and in the future.

Our experts' comprehensive analysis of your organization and competitive landscape identify the organizational capabilities needed to drive your winning strategy forward.

Structure: Organize work to bring out the best in the organization.

We will help you align the work with your strategy, and ultimately the customer experience, to help your organization deliver in a competitive marketplace.

Process: Optimize workflow between roles and structure decision-making to deliver the strategy.

GP Strategies will work with your business leaders to optimize processes by identifying and redesigning for key role outcomes to enable new ways of working.

Metrics: Identify the data to measure to drive the right mindsets and behaviors to achieve organizational goals.

Identification and measurement of the right metrics are critical to setting the appropriate targets, enabling your employees and leaders alike to adopt the mindsets and behaviors needed to reach your organization's goals.

People: Align talent to deliver organizational capabilities and create a culture of star performance.

Strategies works to identify the competencies and critical skills required from your leadership team through your individual contributors ensuring your talent pool is equipped to deliver your strategy. We specialize in competency development, critical skill identification, job design, and talent selection and assessment.



● ● ● Make your strategy a reality. Partner with GP Strategies to design your future organization.

For more information about our **Organization Design Solutions**, please visit gpstrategies.com.



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