



ORGANISATIONAL DESIGN / OD

We work closely with our clients to:

- Bring a rigorous approach to organization design
- Link organisation to strategy and create high performing employees, customer and shareholder value.
- Drive accountability and enable enterprise-wide collaboration.
- Deal with Volatility, uncertainty, ambiguity and complexity (Vuca) to build the organisation that embraces the Future World of work and the 4th Industrial Revolution.

By implementing the following process:

- Review of existing organisational design.
- Define the purpose of the reorganization (the why).
- Determine the behaviors that will support that purpose and design the organization in such a way as to promote those behaviors, using a broad range of design elements (the what).
- Identify Rules of engagement and workflow inter dependencies.
- Implementation of changes to organisational design to meet strategic objectives (how).
- Development of role profiles and competency requirements and grading of jobs.
- Coaching around “new ways of working”.

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