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The Region's Leading Advisor on Family Business

**The Value behind Organization Design
Intervention**



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What is the value behind an Organization Design Intervention?

After our latest success in designing and implementing an Organization Design (OD) for Chakib Richani Architects & Collection, many have inquired about the real added value of such a rewarding intervention. Two questions were mainly asked. When do we need it? Are we ready for it?

Briefly put, the power of organization design lies in unlocking the real potential of an organization. Because OD redesigns all critical facets of an organization including vision, mission, structure, culture, processes, technology, people, and performance measures, the added value is efficiency, motivation, achievement, performance and focus. After an OD, employees are motivated and empowered with the necessary tools to focus on achieving goals and meeting performance measures. I will move now to answer the questions raised.

When do you need it?

I have listed below enough indicators that highlight the need for an OD intervention:

- Vision, mission, and values are divorced from organization and reality
- Reporting relationships are not clear and people suffer

confusion and task delays

- Important functions are missing despite their critical contribution
- Processes are not optimized and therefore inefficiency is abundant
- Culture is top down and control prevails over empowerment and accountability
- Management is on cloud number nine and employee turnover keeps rising
- Career planning is deficient and advancement opportunities are barely present
- Performance measures are totally absent and people are rewarded subjectively
- Strategic Human Resource System is missing or primitive and is not based on competencies
- Manuals, procedures, and job descriptions are missing and newcomers face complexity in understanding their roles and responsibilities

Are you ready for it?

Well, the answer is simple. You are always ready, but it depends how much you want to achieve within the timeframe planned bearing in mind the organization size constraint. If you score 5/10 on our OD status questionnaire, moving to 8 is fairly possible. If you score 1, we remain absolutely up for the challenge, yet in a more stretched timeframe



For more information on Okeili&co Next-Generation advisory efforts, please write us to engage@okeili.com

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