

ORGANISATIONAL DESIGN

What is it?

Sound organisational structure is the key to strategy execution and the ability to “live out” your corporate values. BIOSS will help you assess the soundness of your current organisational design / structure and recommend requisite changes to enhance your organisational and people effectiveness.

When implementing our **Organisational Design** methodology we focus on creating a requisite structure that is aligned to business strategy and company values. We do this by analysing and unpacking themes / levels of work, lines of authority, vertical and horizontal relationships, job tasks and accountabilities, spans of control and discretionary space.

Organisational Design is beneficial when you are faced with the following challenges:

- A poorly designed organisational structure
- A lack of role clarity, accountability and authority
- Inefficient reporting lines
- Poor levels of communication, task execution and leadership
- Poor or suboptimal bottom-line performance
- Inability to create high performance

BSA can help you to create an optimal organisational design through:

- Levels of Work Audits
 - An audit on a company’s existing structure to determine inefficiencies and Improvement areas
- Organisational Role Appreciation (ORA)
 - An online job profiling system, which enables companies to create an ‘ideal’ structure aligned with strategy
- Levels of Work Job Profiling Training
 - Upskilling internal employees to profile jobs using a levels of work approach

Many organisations are unconscious victims to poor organisational structure suffering low engagement, dysfunctional behaviour, and the inability to execute strategy

ORGANISATIONAL DESIGN TRAINING

BIOSS SA offers Organisational Design training through either our Levels of Work Job Profiling training course or the Online Role Appreciation (ORA) training course.

For more information contact BIOSS SA on 011 450 2434 or email info@bioSS.com

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