Reorganization of Structures and Processes

Successful organizational changes require well-founded concepts and a procedure that is geared towards implementation right from the beginning. Whether the changes are accepted and lived out by employees in practice largely depends on “how” the analysis, definition of objectives and conception are done. We contribute our organizational expertise and design a quick reorganization process that has long-lasting effects.

Reorganizations are only effective if they are anchored in the structures, the systems and mainly in the minds of people.

Typical Cases
- Need to reorganize the company or divisions (increase in efficiency, mergers, consolidation, spin off or reestablishment of companies or divisions).
- The company/division is experiencing strong growth (increasing demand, new business, internationalization etc.).
- The company lacks orientation towards customers and improving service quality.
- Departmental egoism and silo thinking get in the way of quickly adapting to customer requirements and fluctuations in capacity. Streamlining of old, longstanding processes and structures is needed.

Benefits
The objectives of reorganizations can only be met if thinking and ways of working change. In our projects, we see to it that key employees are mobilized and included in the right tasks. In this way, all the available expertise is used and obstacles are avoided as far as possible. The focus on the external and customer point of view ensures that structures and processes are aligned with the logic of the business and the market.
Exemplary Procedure in Reorganization Projects

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<th>Clarification of the initial situation and objectives</th>
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We support you by ...

- designing and controlling the entire change process together with management.
- contributing methods of analysis that impact management and employees (customer conferences, employee workshops).
- using our experience and our models to act as a sparring partner in designing new structures and processes.
- preparing and moderating workshops and large group events to get employees widely involved in analysis, design and implementation.

References


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