

Organisational Design & Restructures

Your organisation. Improved.

organisation

Strategy is one thing, execution another.

High performance organisations know that a clear strategy defines where they're going, what differentiates them and what they must do in order to make their ultimate contribution in the world.

Organisational Design is a dynamic process that looks at how service delivery models & structures help or hinder the right processes and behaviours to deliver on the Strategy.

Boards and leaders ask us:

- How do I shape my executive team so that accountability is clear?
- Should we organise around functions, locations, services or customers?
- How do I design my structures so that collaboration and innovation flourish?
- What can I do to dismantle silos, disseminate power and maintain good governance all at once?

While restructuring is often experienced as shuffling the deck chairs, the truth is that even the best strategy and people are thwarted through delivery models or structures that build in redundancy, competition, duplication or distance.

Good design is a change process.

Workplace design involves deeply understanding current ways of working – strengths and challenges – then taking the steps necessary to create new ways of organising work. We do this so that people can contribute their best.

Organisations who invest in the process of good organisational design report:

- improved line of site from Strategy to delivery for the Board
- improved executive and management performance
- better alignment across functions, services and locations
- improved staff engagement
- improved customer experience

We're here to help.

The team at Johnston & Goldsmith are accredited experts in assessing, designing and supporting the transition to good organisational design.

Our aim is to help clients achieve optimal performance levels by supporting them with practical evidence-based and contemporary design solutions, tailored to their unique operating contexts and ambitions.

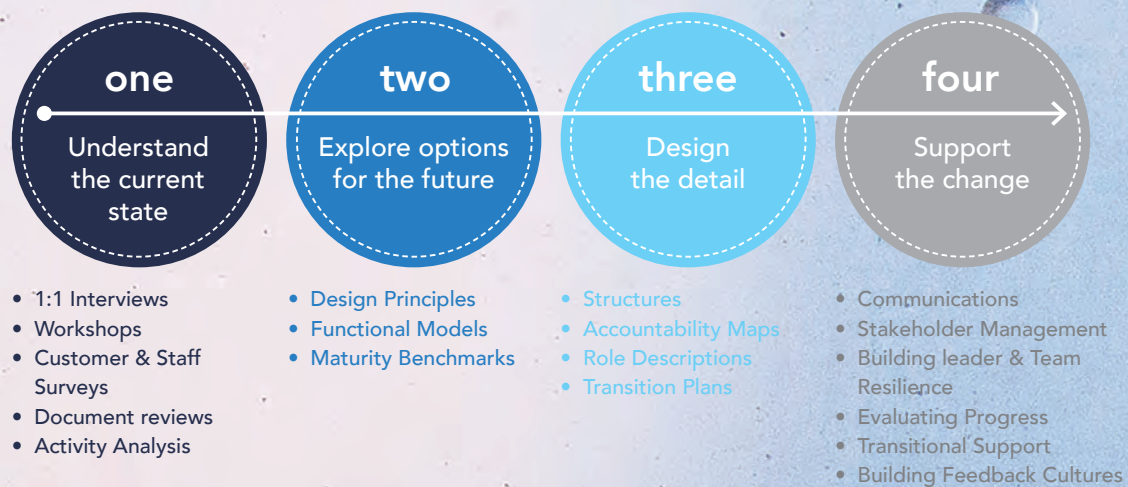
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This is how we do it.

While collaboration is key to designing solutions that are fit for purpose, organisations around the world have been generous with sharing knowledge about the things that work and those that don't.

We draw on international frameworks, research and leading practice ideas across a range of industries to inject expertise into organisational design that drives improvement in performance.

Our four-step approach to working across whole enterprises or individual business units:



Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence the journey that will improve your organisational design, contact J&G directly for a complimentary and confidential consultation.

"Johnston & Goldsmith demonstrated outstanding change leadership and technical professionalism in all facets of the transformation effort. Their approach to program and project management ensured an ambitious program was delivered on time and within budget. Of particular importance in delivering these outcomes was their extensive experience base, analytical and conceptual skills and exceptional engagement and consultation skills."

*Executive Director,
Human Resources Department of Public Works and Housing*

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search

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