



META®- Organizational Design

What Sets Us Apart

Scientifically based
organizational and
strategic consulting

Founded 1972

Forty-five consultants
in permanent positions
worldwide – 20 of them
in Hamburg

Nine locations worldwide
in 9 countries

Headquarters in Quickborn
near Hamburg



The META® Organizational Design Approach

Upheavals in the market, organizational growth, or recurring micropolitical conflicts between departments: there are several good reasons for making structural changes.

In order to facilitate rapid and sustainable changes in organizations, we need one thing above all others: A keen eye on all the levers you can use to adjust the organization with precision.

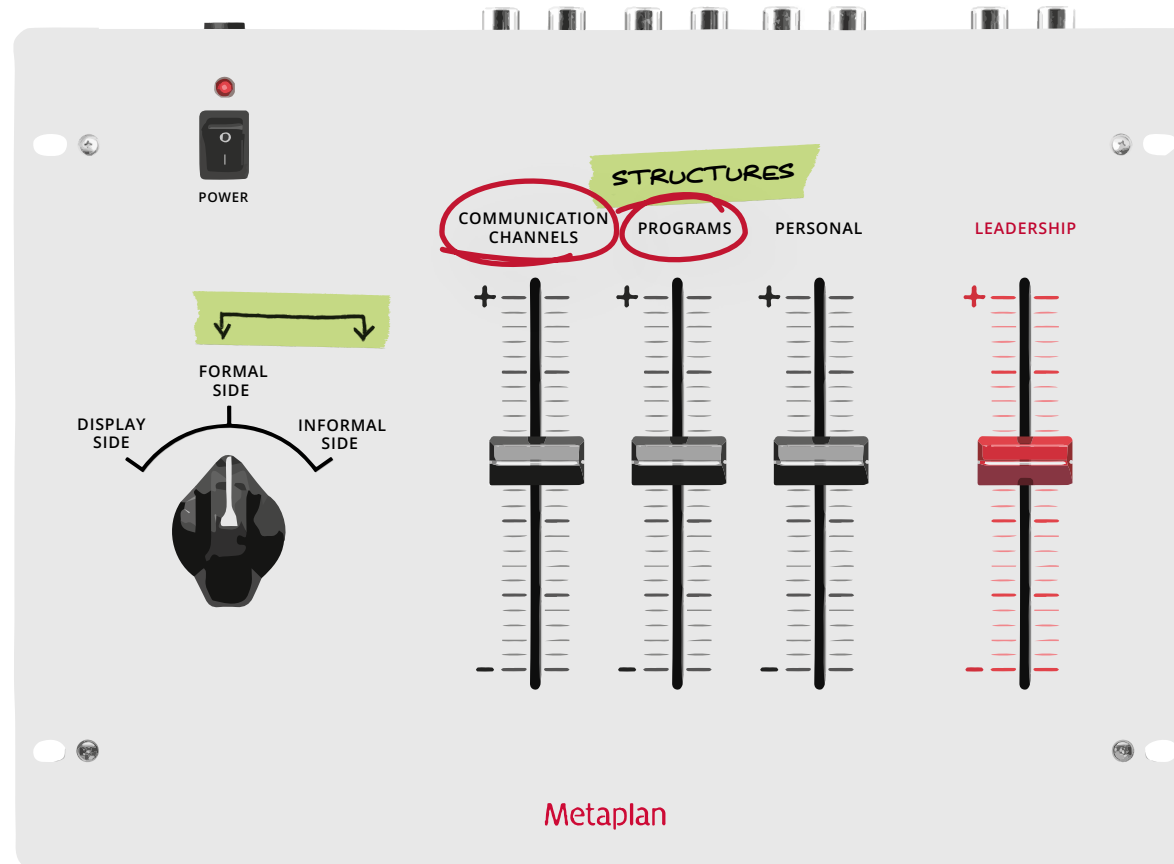
Because regardless of whether it's a matter of cooperative ventures, the ability to innovate, or new interfaces for better customer orientation – in the end, everything is based on well-built organizations.

Circumstances determine behavior. This is where META® Organizational Design comes into play.

META® Organizational Design – with the Management Mixer

The Management Mixer brings all relevant levers into view:

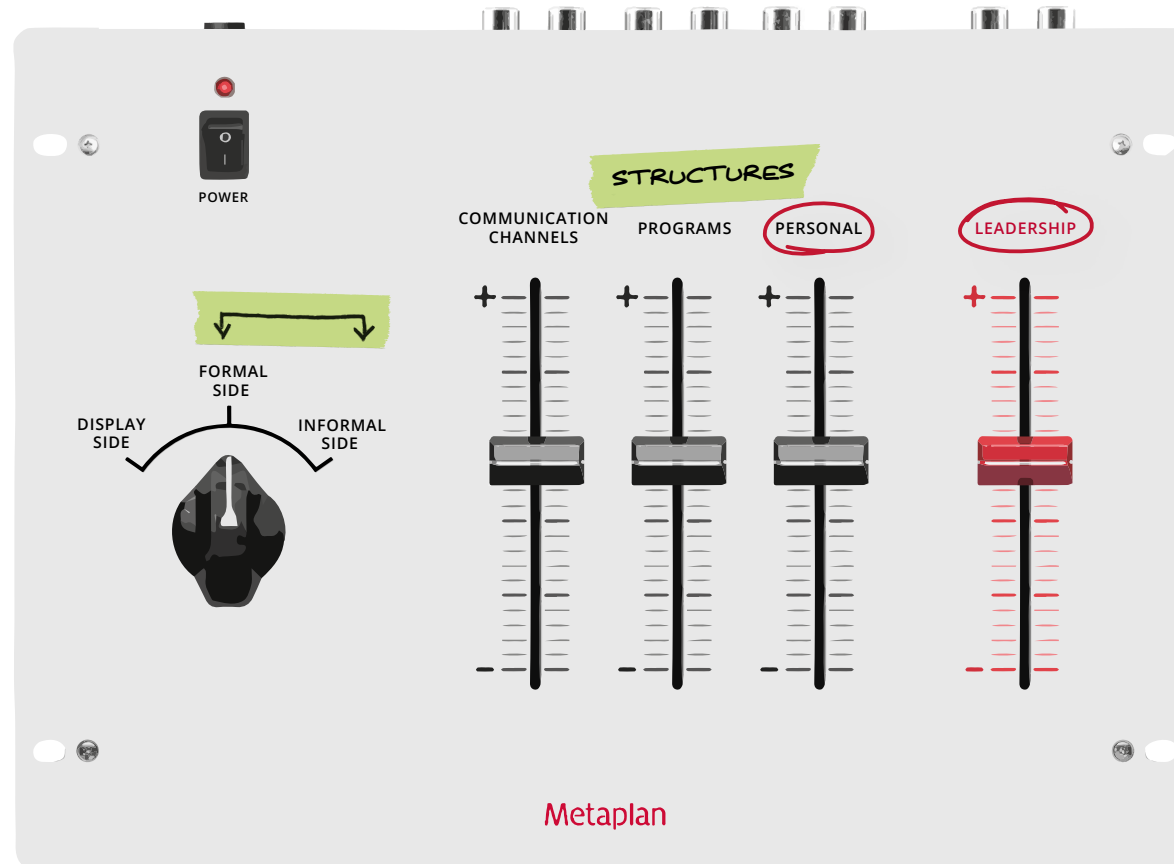
- How are the **communication channels** built? Who is allowed to decide what in the organization and when? How pronounced is the hierarchy? How are tasks divided? How is collaboration designed?



- How are the **programs** designed? Which rules, strategies or even target agreements specify what one is formally allowed to do in an organization and when someone makes a mistake?

The Management Mixer

- What do we have to look out for at the **personnel level**?
- What person or type of person does what in the organization?
- Which thinking styles prevail?
- What are the hiring criteria and career paths?



- What are the **change relations** of the structural dimensions?
- What opportunities and necessities are there for **leadership**?
- Which **structural levers** are movable – and which are not?

META® Organizational Design: The Process

The mixer is in all design phases a helpful tool. In order to sustainably fix the necessary changes in the organization, you need:

Phase 1
Develop design idea and anticipate problems downstream

A well-informed decision for a new design idea – taking into account possible problems later

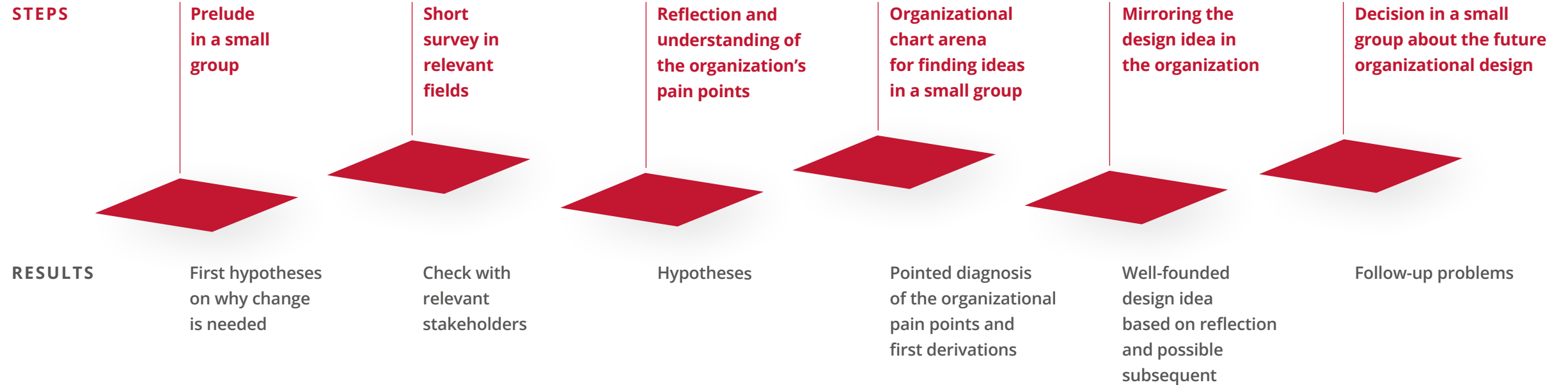
Phase 2
Elaborate the design idea in detail

A specific elaboration of the idea, that takes into account the concrete challenges of the organizational units and employees

Phase 3
Implement and stabilize the design idea

A smart organizational implementation that discursively involves all relevant stakeholders

Phase 1 Develop design idea and anticipate problems downstream



Phase 2 Elaborate the design idea in detail

STEPS

A discourse on the principles of the new

Division-specific transformation sprints

Organizational design

Decision on the concrete design of the new organizational design

RESULTS

The design principles are understood

Design of transformation at divisional level –
Solutions to mitigate co-decided follow-up problems – Decisions about resources

Adoption of the specific new communication channels

New leadership needs are recognized and addressed

Phase 3 Implement and stabilize the design idea

STEPS

Start of discussion
on the procedural
anchoring of the new
organizational design

Cross-functional
process design sprints

Adoption of
the elaborated
new organizational
processes

RESULTS

The specific new
communication channels
are understood

Non-intended follow-up problems are
identified and described; the processes
below the organizational chart are defined

Contact us!



Do you also have to solve structural problems in your organization? Are you interested in an initial sparring session on your topics?

We look forward to hearing from you!

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