



Organizational design sparring

Rethinking
situations
together

Developing well-founded design ideas

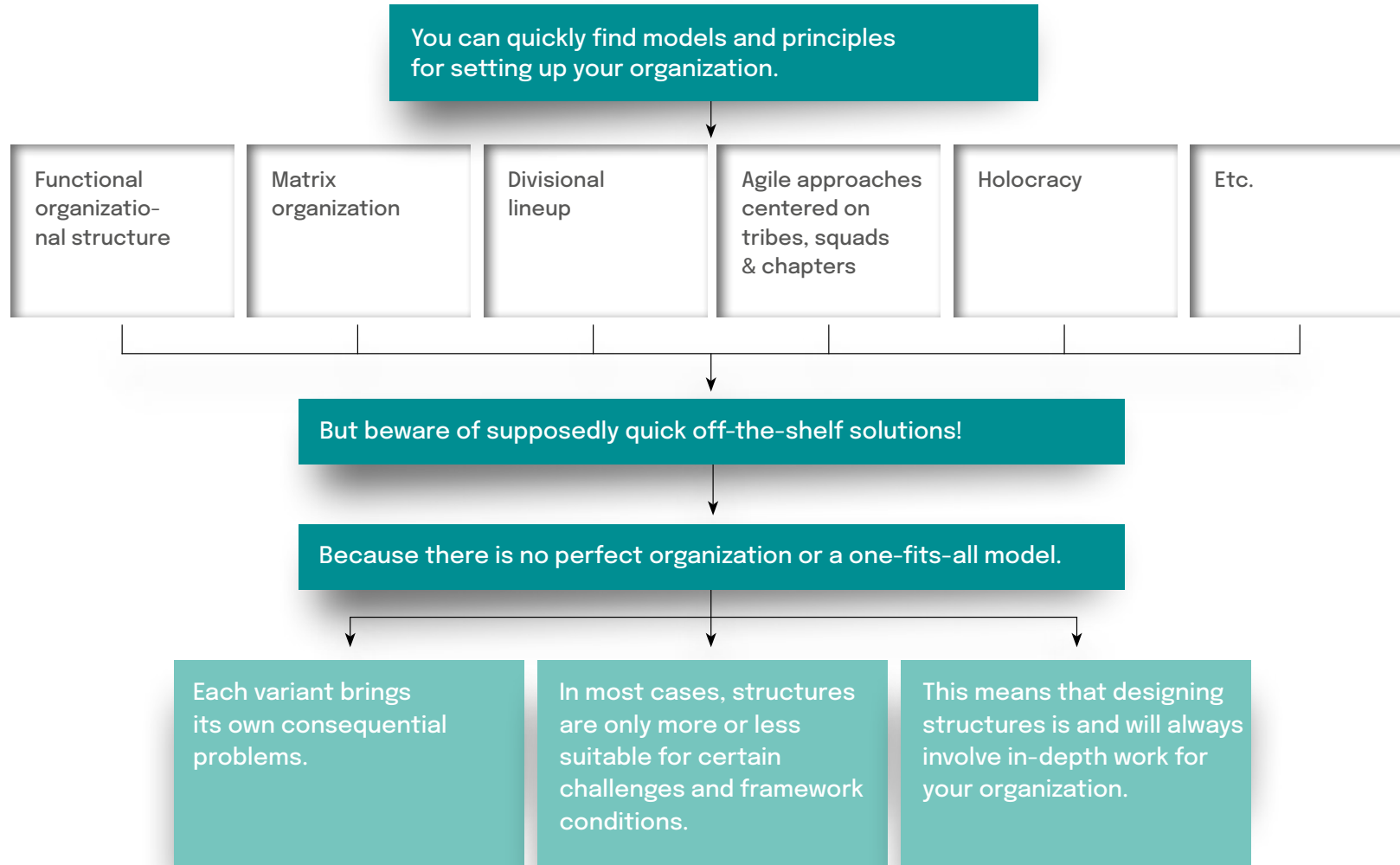
Operating the management mixing console

Anticipating consequential problems

Pre-thinking discourses

Organizational design

The supreme management discipline



What to do? Rethink the situation!

If you want to redesign an organization, you have to understand its inherent logic and take that into account.

This is the only way to create a situation that actually results in new behavior patterns.

It helps to take all three sides of an organization – appearance, formal structure and informality – into account when developing ideas, and to be clear about which structural design levers you actually have at your disposal.



The management mixing console provides an overview of an organization's design levers.

How agile are an organization's structures?

What are the best structural levers to apply?

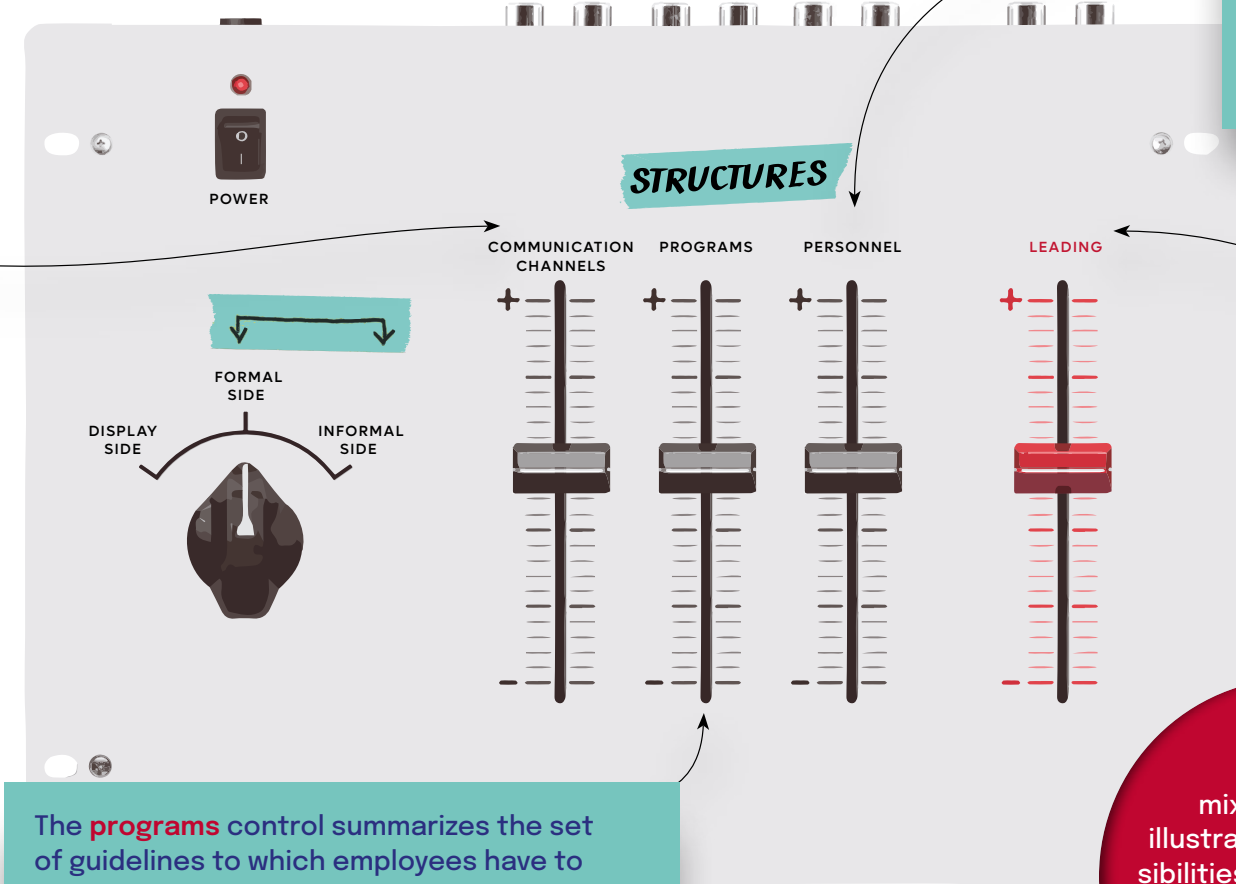
What leadership needs can be derived from them?

This makes a custom-fit organizational design possible that allows you to ask the right questions of your organization.

The Management Mixing Console

Operating an organization's design levers

The **communication channels** control determines for an organization who may give tasks to whom, through whom which information flows, and how decisions are voted on in the organization. The higher the regulation, the more precise are the limits on who works with and for whom.



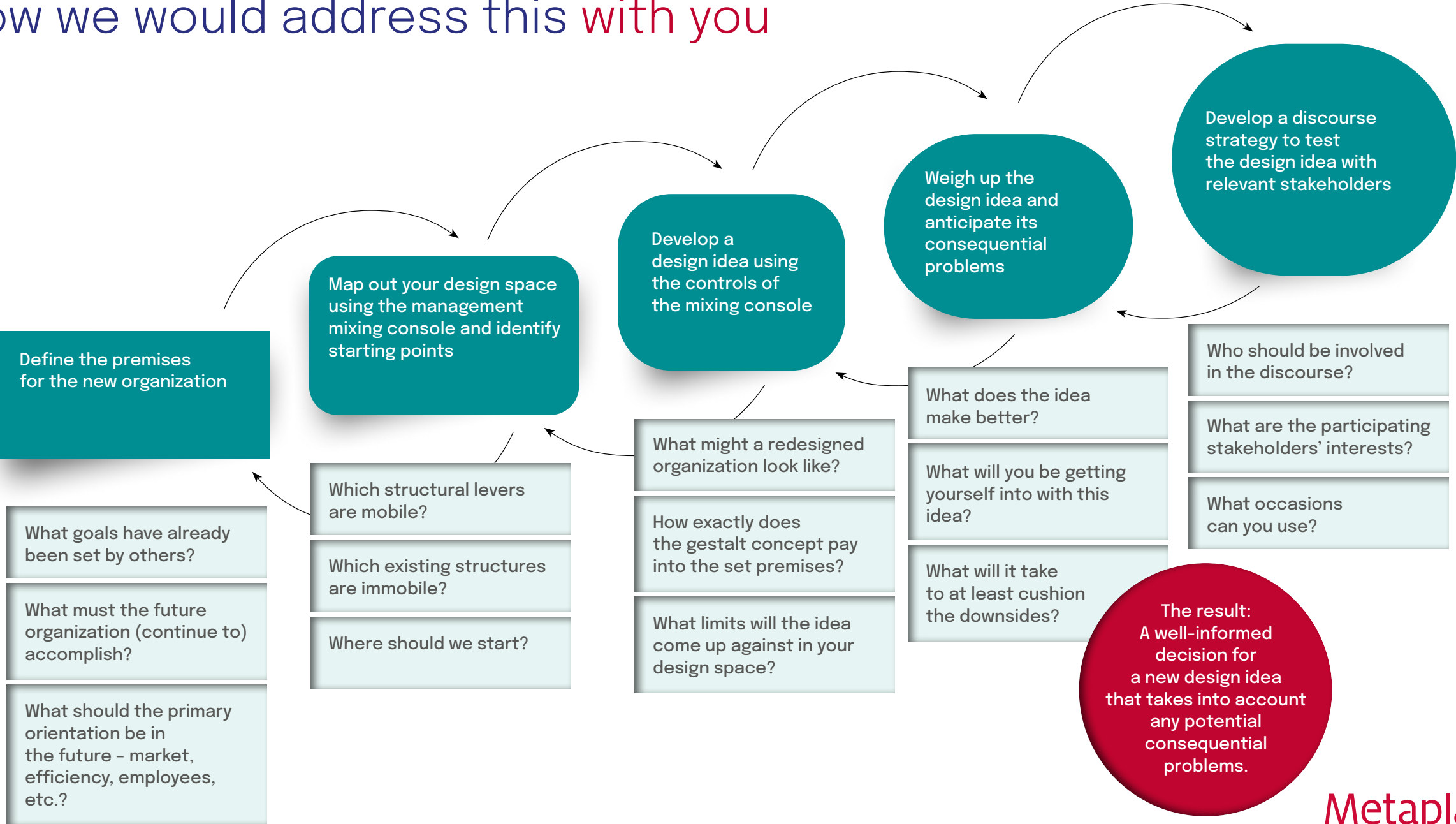
The **personnel** control determines the degree of differentiation there is in the provisions on which people in the organization can occupy which positions. This control is at its maximum setting in traditional family businesses, for example.

The last and rather special controller determines the amount of **leadership** needed. The more orientation is provided by structures, the fewer leadership opportunities there are. Conversely, if the structural level is low, leadership is needed all the more often to create the orientation required about what needs to be done.

The **programs** control summarizes the set of guidelines to which employees have to adhere in their work. Here, there has to be some level of negotiation between process and result orientation. The more regulation there is, the more conditions there are to consider when making decisions.

The mixing console illustrates design possibilities and limitations, both in individual reflection and group sparring.

How we would address this **with you**



Who we are – and what distinguishes us

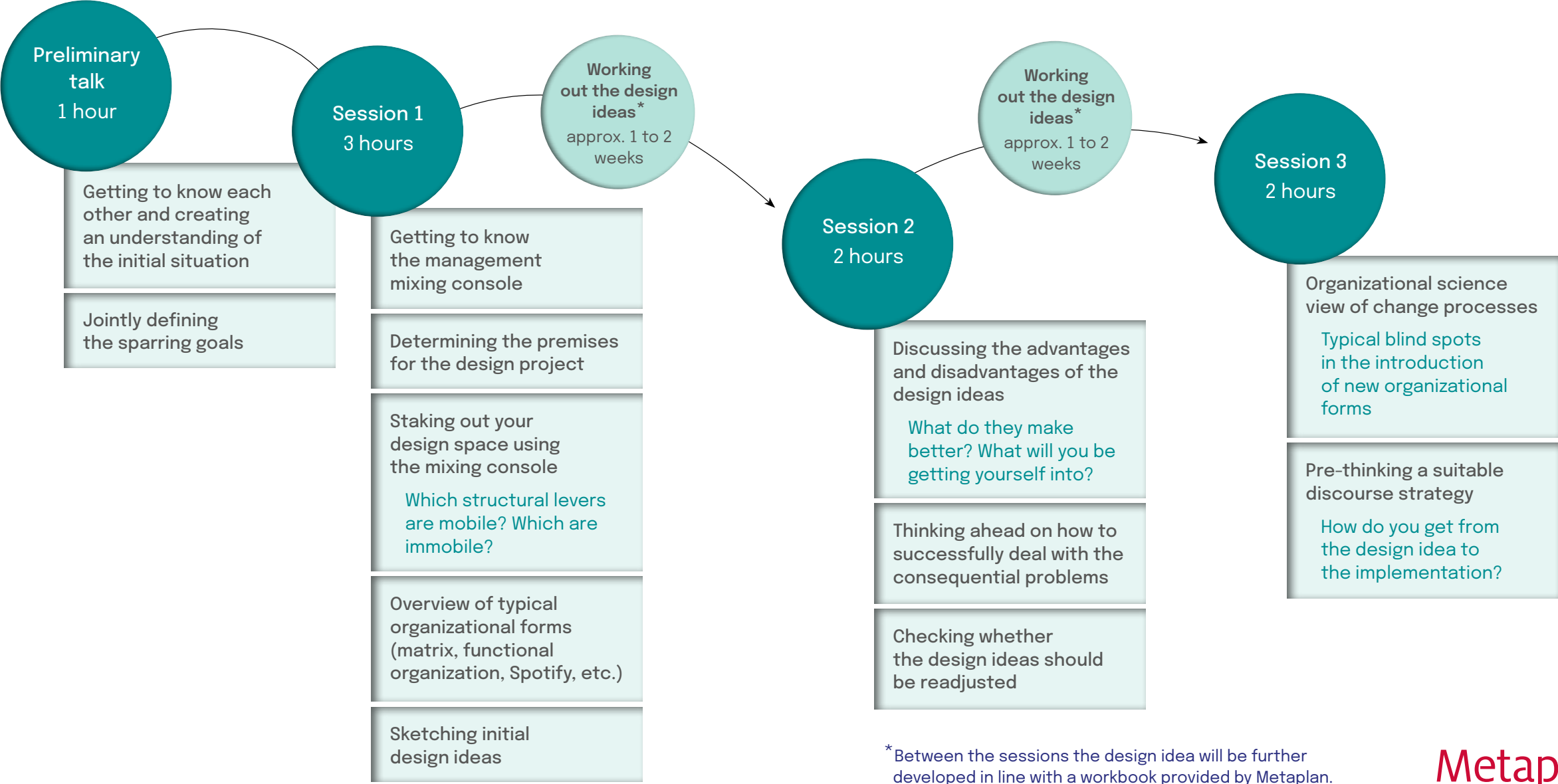


We are a scientifically based organization and strategy consultancy with more than more than 50 consultants in nine countries worldwide.

We combine experience from organizational sociology teaching and research with decades of consulting practice in a wide variety of industries.

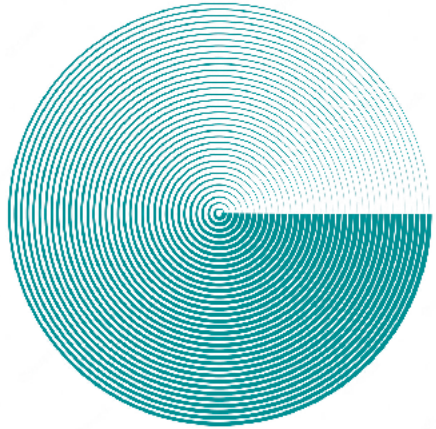
We work with you to discover which structures fit your organization and your challenges.

Developing your individual design idea in three sessions with you

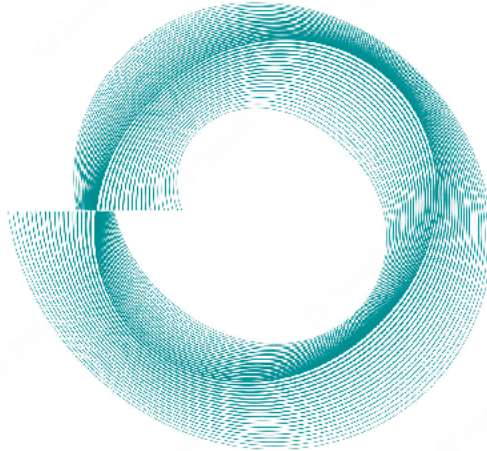


* Between the sessions the design idea will be further developed in line with a workbook provided by Metaplan.

We look forward to meeting you! Just get in touch.



Finn-Rasmus Bull
Senior Consultant
Finn-RasmusBull@metaplan.com
T +49 162 20 92 921



Dr. Judith Muster
Partner
JudithMuster@metaplan.com
T +49 172 420 9100

