



♥ LISTEN
TO YOUR
CHART!

Solutions.
Exactly my kind
of humor.



IF THIS IS
THE SOLUTION,
I WANT MY
PROBLEM BACK!

The Metaplan Organizational Design Process

What distinguishes us

Scientifically based organizational and strategic consulting

Founded in 1972

50 consultants in permanent employment worldwide, 20 of them in Hamburg

Nine locations in nine countries around the world

Headquarters in Quickborn near Hamburg



The core of the process

Upheavals in the market, organizational growth, recurring micropolitical conflicts between departments: there are many good reasons for structural change.

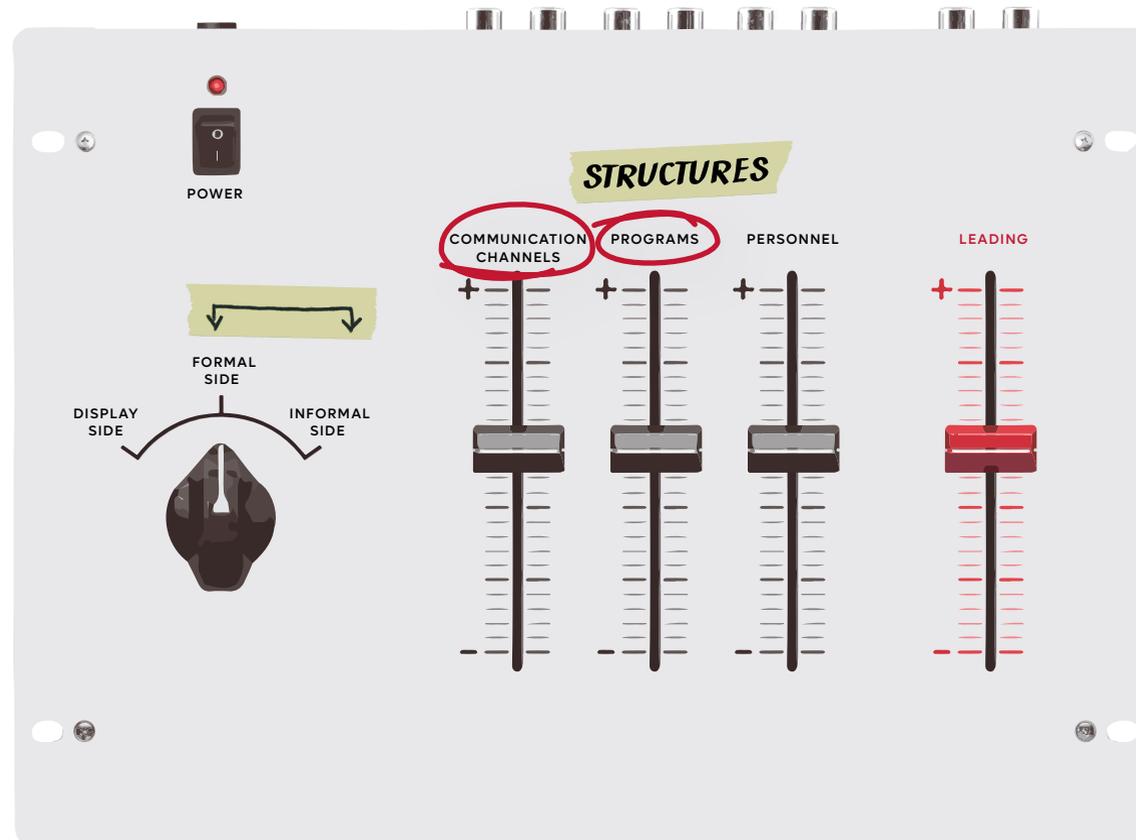
To achieve not only rapid but also sustainable change in an organization, you need one thing above all – a keen eye on all the levers that can be used to precisely adjust the organization.

Regardless of whether it's a matter of cooperation, innovative capability or new interfaces for better customer orientation, everything is ultimately based on well-built organizations. **The fact is that circumstances determine behavior. That is the core of the Metaplan organization design process.**

The management mixing console

All the relevant levers become visible with the management mixing console:

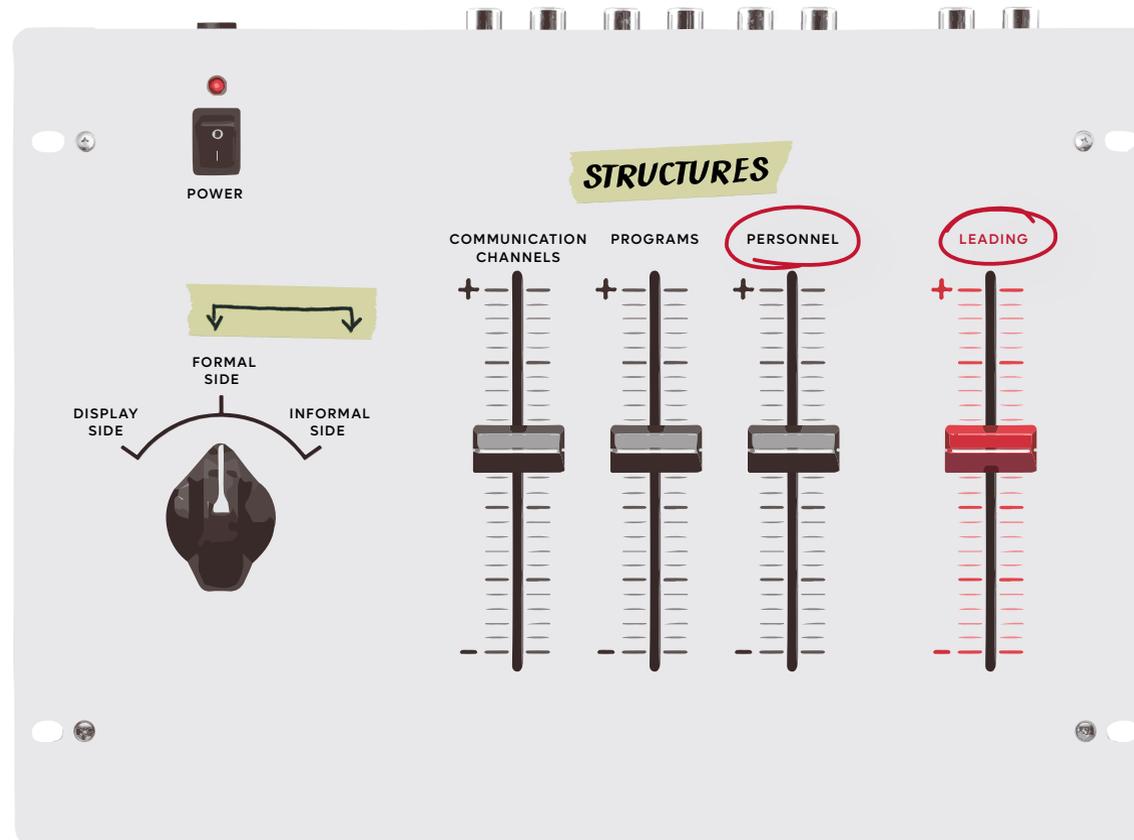
- How are **communication channels** structured? Who is allowed to decide what and when in the organization? How strong is the hierarchy? How are tasks divided? How is collaboration structured?



- How are **programs** designed? What rules, strategies or agreements on objectives determine what an employees is formally allowed to do in an organization and when a mistake is made?

The management mixing console

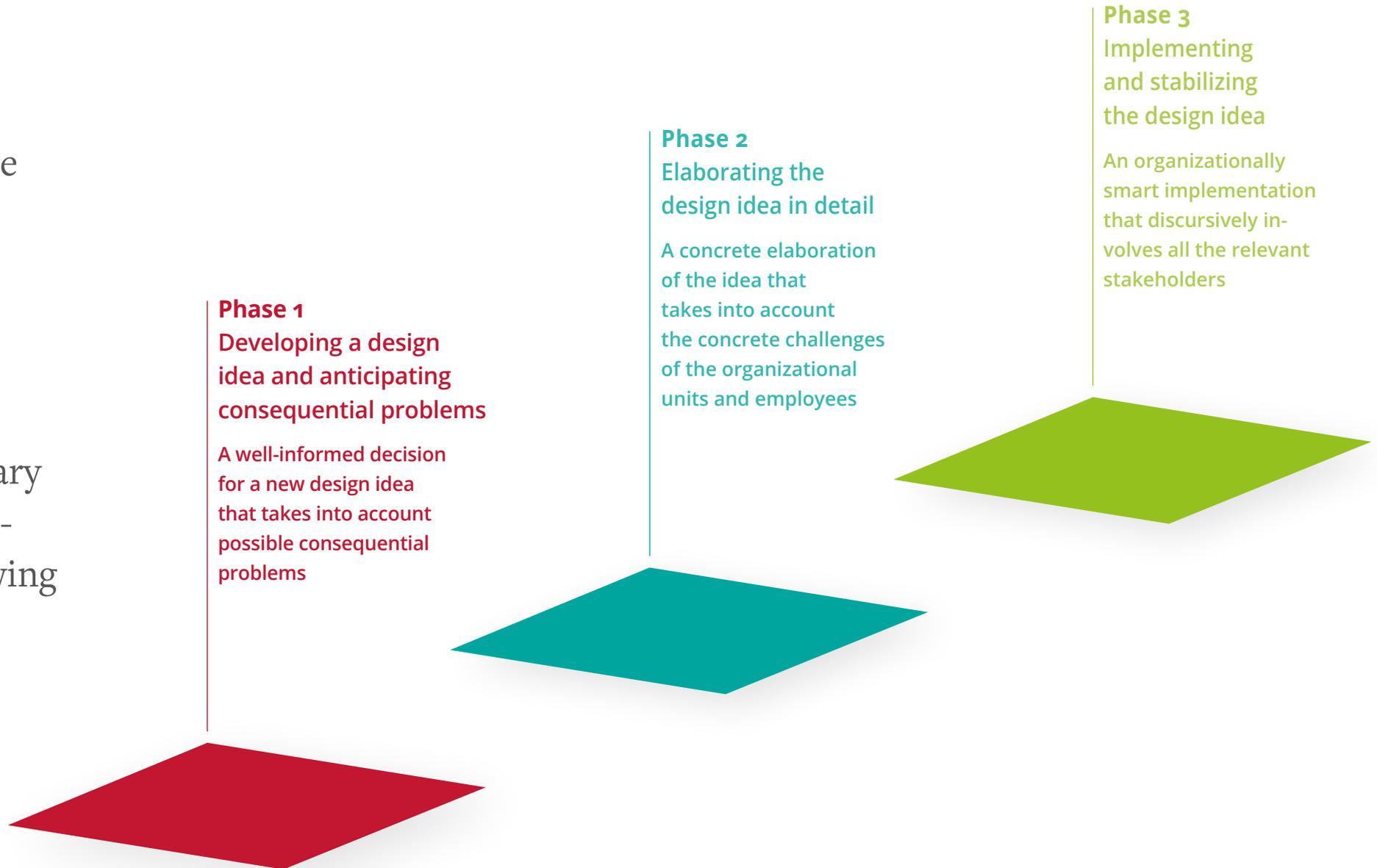
- What needs to be considered at the **personnel** level?
Which person or what type of person does what in the organization?
What styles of thinking are prevalent?
What are the hiring criteria and career paths?



- How are the structural dimensions **interrelated**?
- What opportunities and necessities are there for **leadership**?
- Which **structural levers** are movable – and which aren't?

The Metaplan Organization Design Process

The mixing console is a helpful tool in all phases of the organizational design process. But to sustainably anchor the necessary changes in an organization the following steps are needed:



Phase 1 Developing the design idea and anticipating consequential problems

STEPS

Prelude in a small group

Short survey in relevant fields

Reflections on and understanding of the organization's pain points

Organigram arena for brainstorming in a small group

Reflecting on the design idea in the organization

Decision in a small group about the future organizational design

RESULTS

Initial hypotheses on why change is needed

Hypotheses tested with relevant stakeholders

Pointed diagnosis of the organizational pain points and initial derivations

Well-founded design ideas based on reflection and expected consequential problems

Design idea vetted by relevant stakeholders for potential effects

Adoption of the principles of the new organizational model, taking into account the anticipated consequential problems

Phase 2 Elaborating the design idea in detail

STEPS

Discourse on the principles of the new organizational design

Function-specific transformation sprints

Decision on the concrete design of the new organizational design

Re-mapping the organization's leadership needs and opportunities

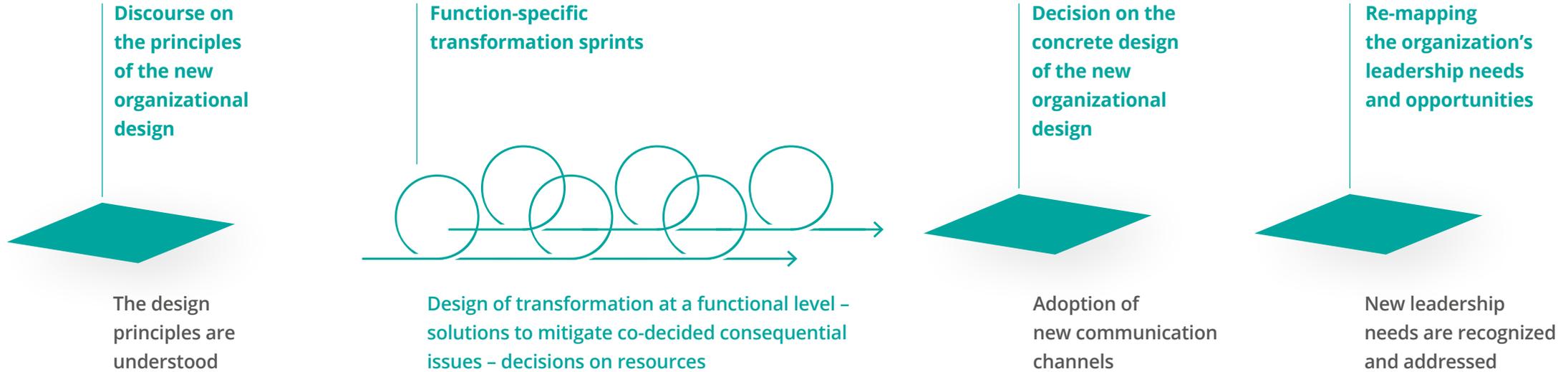
RESULTS

The design principles are understood

Design of transformation at a functional level – solutions to mitigate co-decided consequential issues – decisions on resources

Adoption of new communication channels

New leadership needs are recognized and addressed



Phase 3 Implementing and stabilizing the design idea

STEPS

Start of discourse
on procedural
anchoring of the new
organizational design

Cross-functional
process design sprints

Adoption of
the elaborated
new organizational
processes

RESULTS

Specific new com-
munication channels
are understood

Identification and description of
the non-intended consequential
problems; definition of the processes
below the organigram

Why not get in touch!



Need to solve structural problems in your organization as well? Interested in an initial sparring session on your topics??

We look forward to hearing from you!

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