

## Re-organisational Studies

### Your challenge - What are typical situations in which you might require our assistance?

- Do we have the right people in the right positions?
- Do we have the necessary staffing levels in relation to workload?
- How can we best manage people through a period of downsizing, so as to minimise costs but maintain operational effectiveness?
- How can we achieve future plans, with a need for immediate cost savings?

### Our solutions - What can we offer?

- Evaluate the current organisational structure and respective staffing levels in relation to the associated workload and future plans
- Job evaluation of all positions to assess both the level of responsibility and the level of necessary competencies
- Re-design of organisational structure, with clear hierarchy levels and reporting
- Define roles, responsibilities and accountabilities to help drive employee behaviour to effectively execute daily business operations and achieve business objectives
- Identify Key Performance Indicators (KPIs) and design Job Objectives for each position
- Develop Competency Frameworks to determine the required knowledge, attributes, behaviours and skills for each position
- Salary structure and grading system, based on the defined hierarchy levels and market salary ranges – compensation plans

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## Organisational design is about helping the business to achieve its goals and deliver value

### What are the benefits of our approach?

- Through our experience with local and international companies, we have developed a simple, clear, yet powerful approach to organisational design that can be applied at every size of business, industry or sector
- Organisational design that is aligned to business strategy and objectives
- Utilise the Deloitte Organisation Assessment Framework to understand the company, its strategy and how key components of the organisation align with one other
- Utilisation of internationally recognised tools i.e. Job Evaluation Matrix, Job Positions Blueprint Questionnaire, Culture Print, Business Intelligence
- Electronic implementation of our suggestions

## Workforce Optimisation



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