

# 4 Key Areas That Influence Organizational Design

An optimal organizational design is directly influenced by Business and Structural dynamics.



An organization's design directly impacts company, team and individual interactions, workflows, decision-making and execution. At Blue-Mark, we believe that a well considered, defined and implemented organizational design provides leadership with the opportunity to:

Change Performance Patterns

Establish New Interactions

Reinforce New Performance Expectations

Shift Resources and Managerial Focus

Blue-Mark leverages the 4 Key Areas of Influence to:

- Complete a thorough diagnostic of the organization
- Inform alternative designs and accompanying solutions
- Guide leaders in making informed decisions on optimal organizational design



## Strategy & Operating Model

Understanding the corporate and/or functional strategic direction, future operating model dynamics and intent.



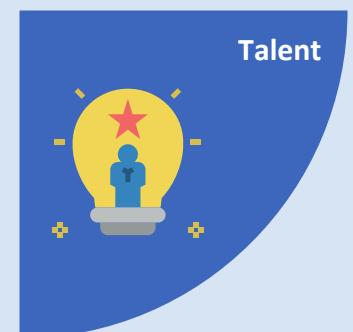
## Organizational Performance

Understanding of current performance patterns and organization effectiveness dynamics and its impact to the organization.



## Organizational Structure

Understanding of existing organizational structures and work groupings to identify strengths, weaknesses, opportunities and challenges.



## Talent

Understanding current talent strategies and constraints while ensuring there are the right roles, people and capabilities within the organization to optimize the future state organizational design.



**Optimal Organizational Design**  
Operationalizing future business objectives through optimal organizational structures and accompanying solutions.

**Optimal Organizational Design**

Outcomes of the 4 influences provide insights into areas of exploration and will drive considerations and solution sets to realize an optimal future state organizational design.