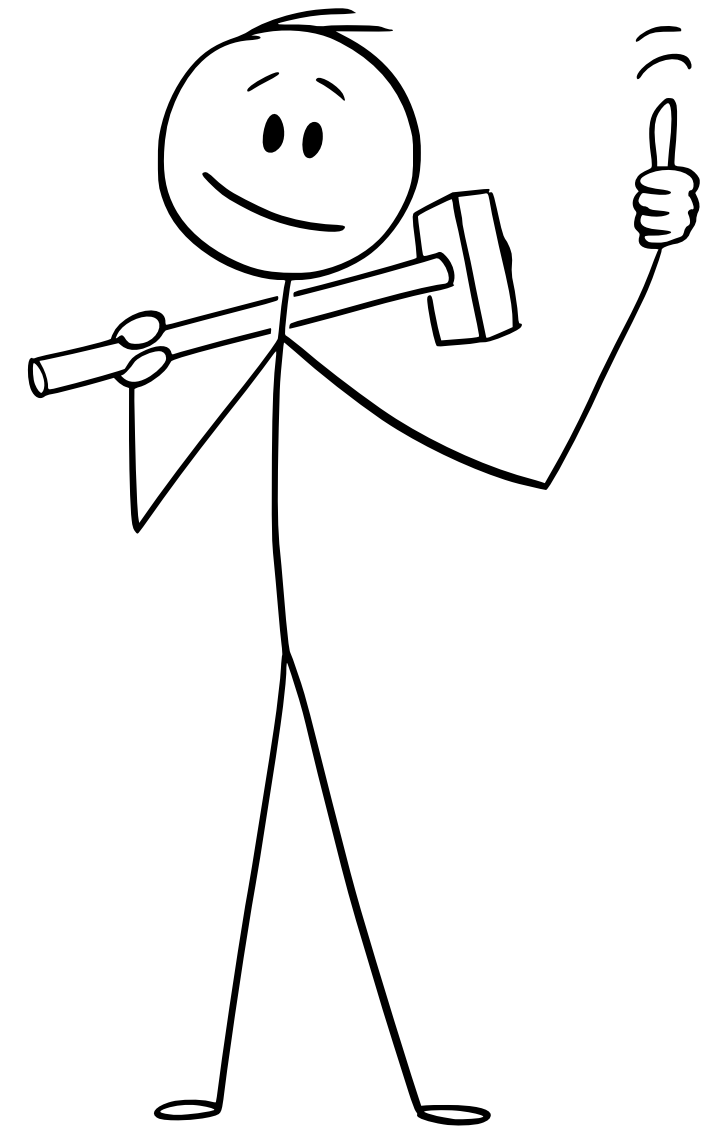




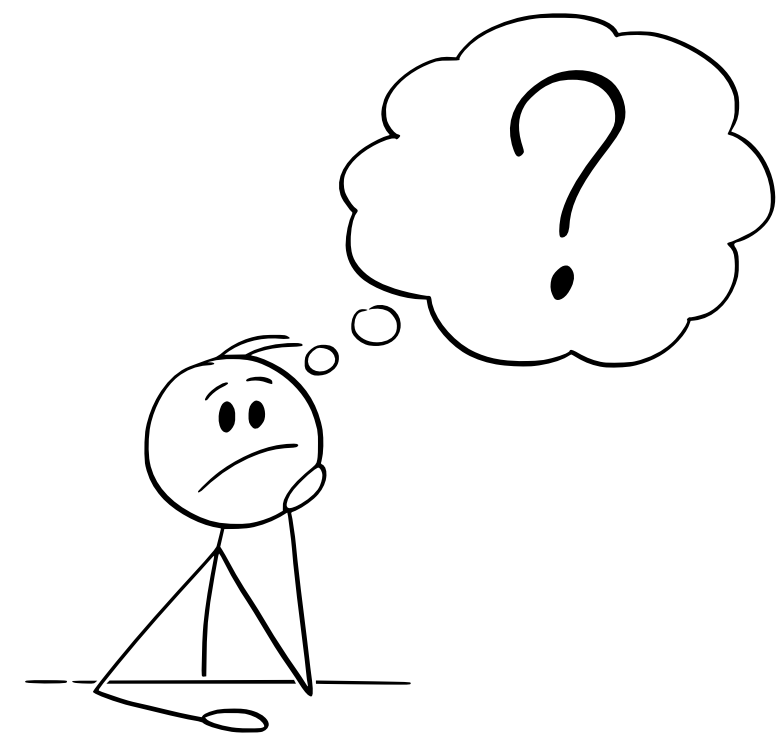


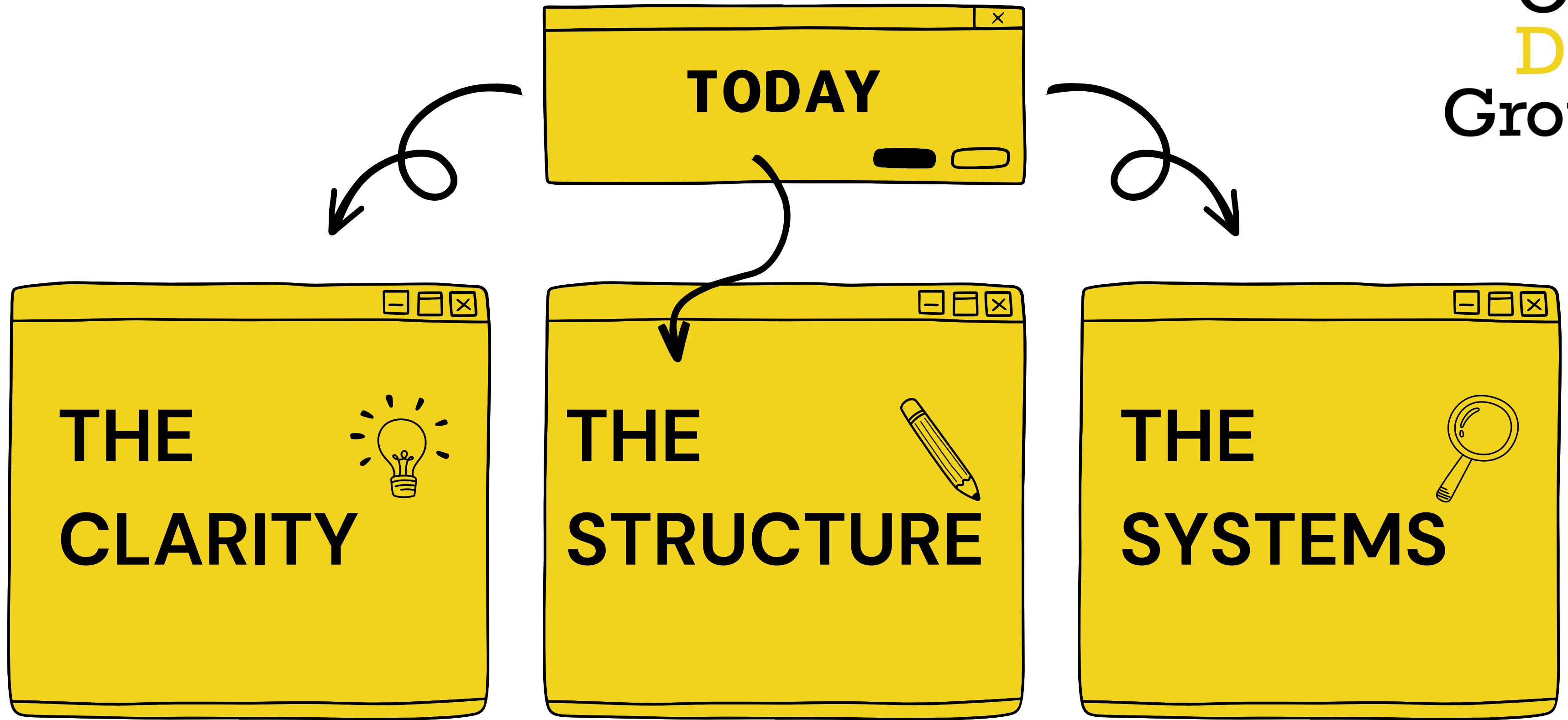
Designing Organizational Systems and Structure



FREQUENT QUESTIONS

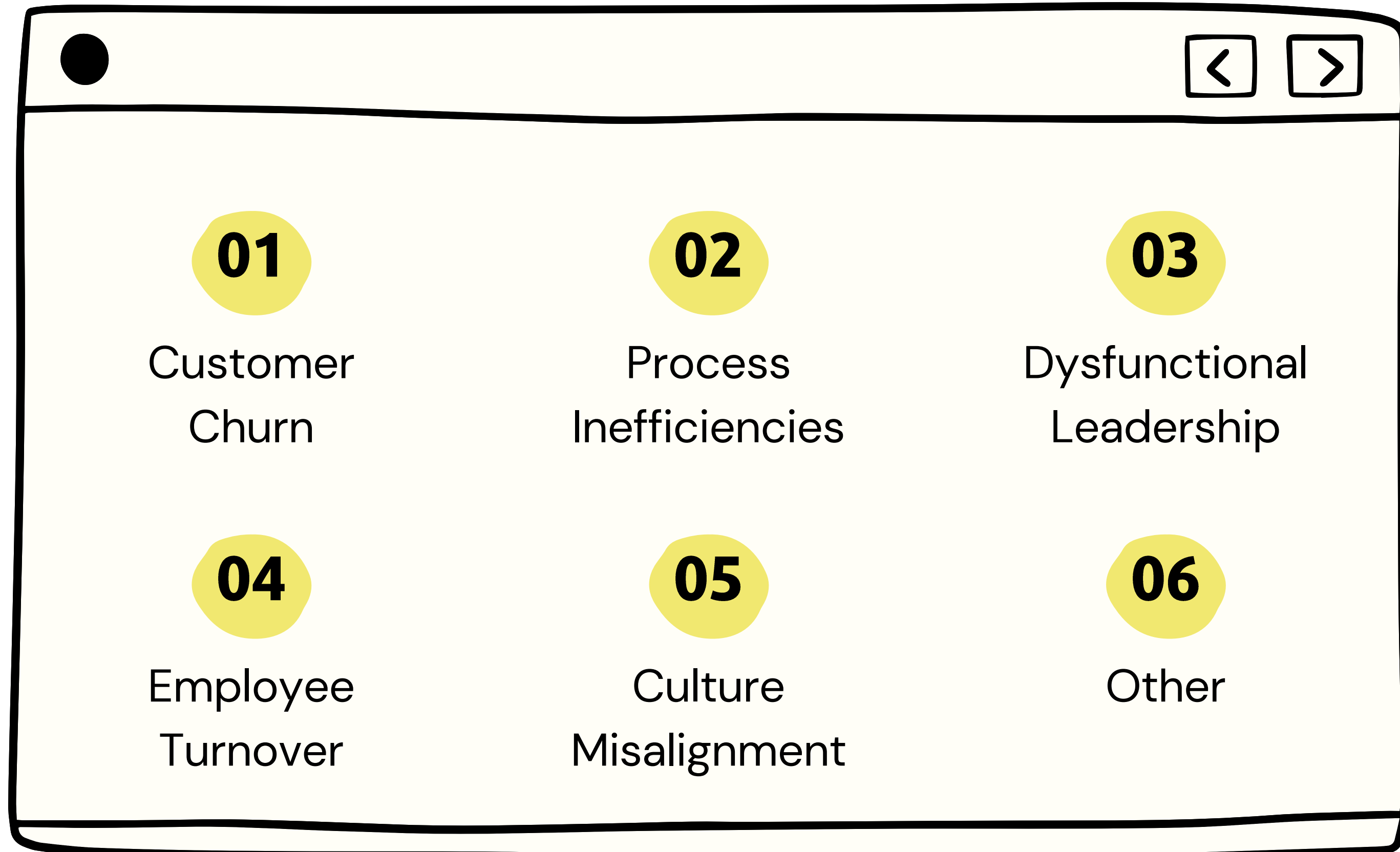
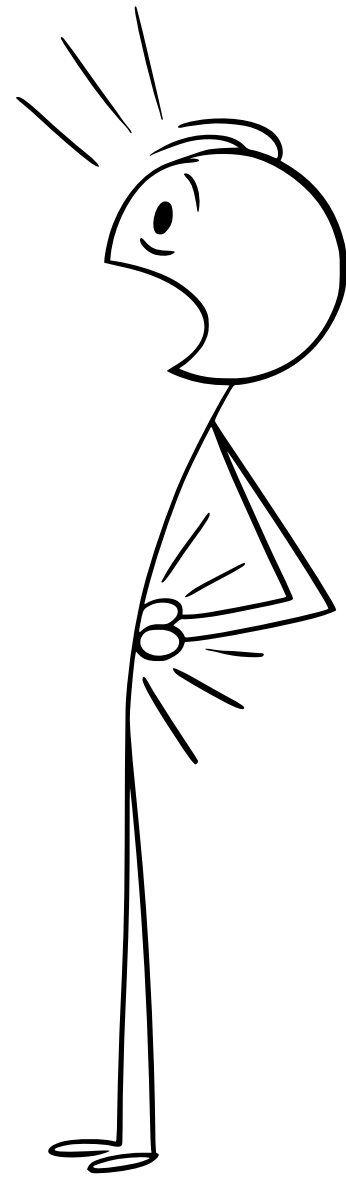
- Who are we?
- What are we pursuing
- What road do we take?
- Are there internal/external barriers?
- Who do we need to get there?
- How do we want to execute?





What is the greatest pain point in companies today?

Org
Dev
Group



01

Customer
Churn

02

Process
Inefficiencies

03

Dysfunctional
Leadership

04

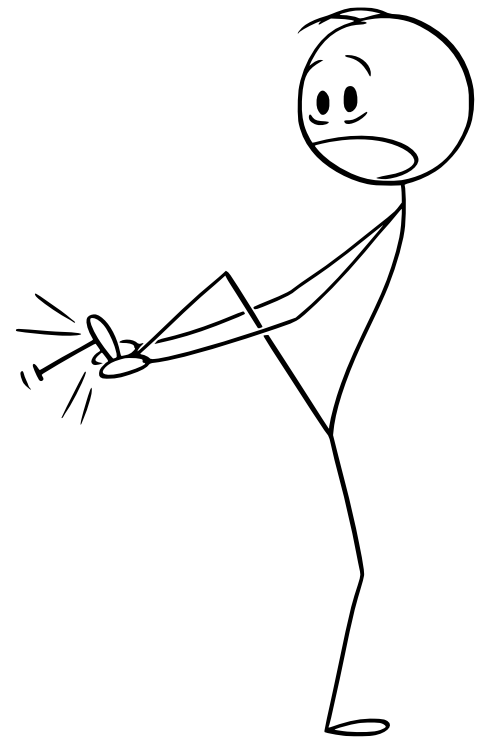
Employee
Turnover

05

Culture
Misalignment

06

Other





CLARITY

SYSTEMIC APPROACH

STRUCTURE & SYSTEMS

Who do we need?
How do we want to execute?

GOAL TASKS

What barriers to overcome?

ALIGNING GOALS

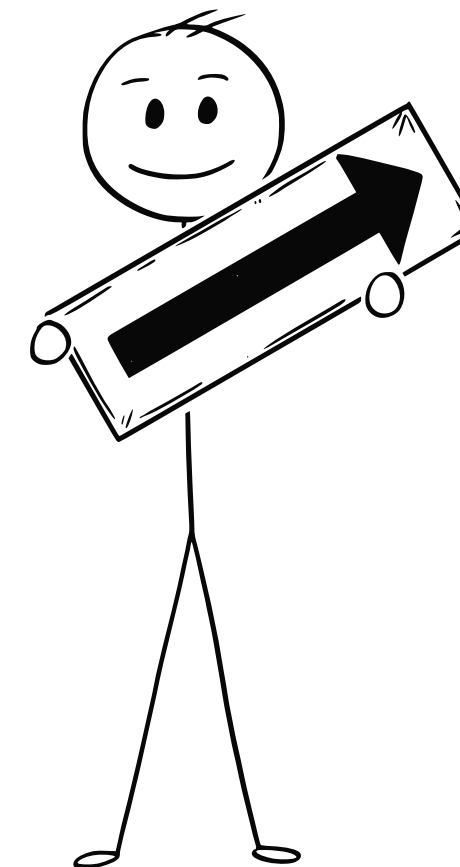
What road do we take?

VISION

What are we pursuing?

MISSION & VALUES

Who are we?



THE
CLARITY



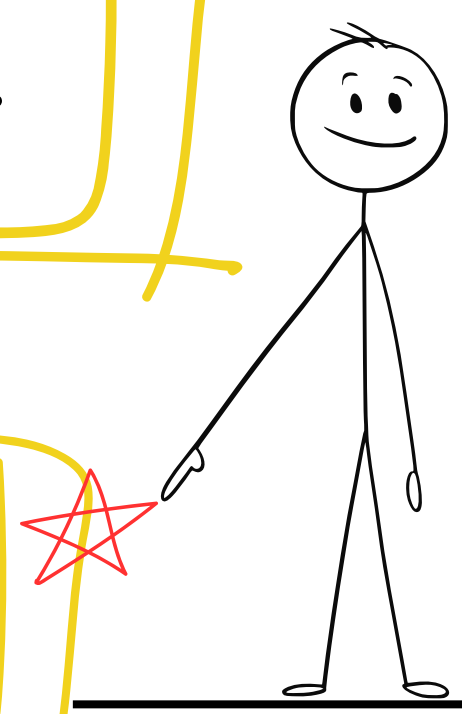
EXAMPLE

MISSION & VALUES
Who are we?

To provide a white glove service
experience for people buying cars.
Fast. Accurate. Kind.

VISION
What are we pursuing?

By December 2025, increase each
sales officer's monthly purchase
volume to \$500K.



Expand strategic partnerships from 7
to 15 by the end of Q1 2025, to bring
monthly volume to \$400K.

Increase conversion of new loan
applications from 40% to 85% to add
an additional \$100K in monthly dollars.

Eliminate 100% of unqualified
applicants during the intake process.

Staff #

Role Re-Org

Team Structure

Processes

Technology





Jun 7, 2010 - All Things Digital – Wallstreet Journal Executive Conference

TALL

FLAT

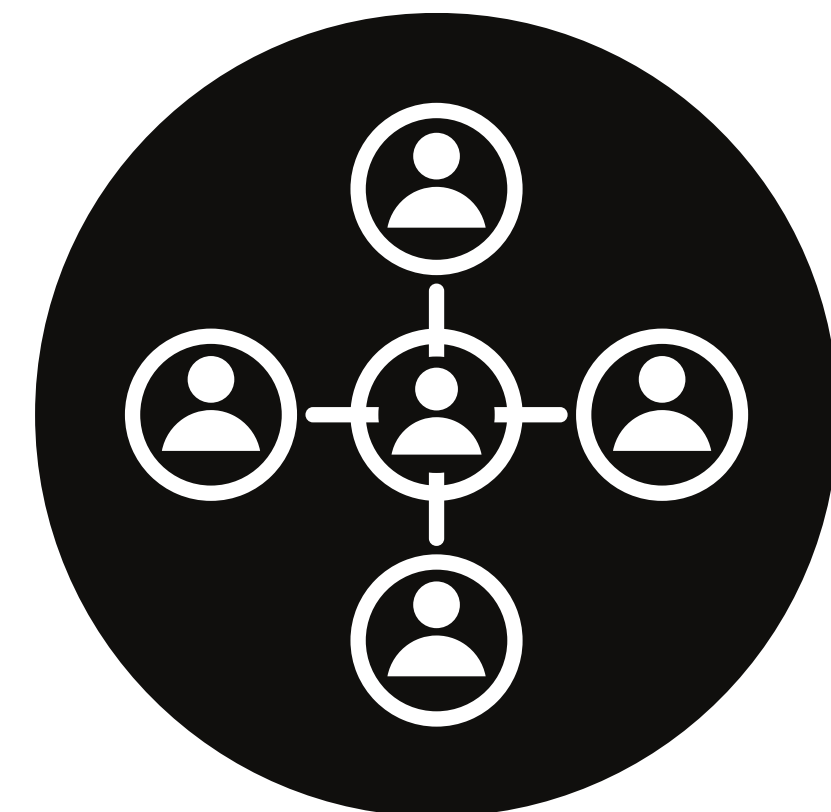
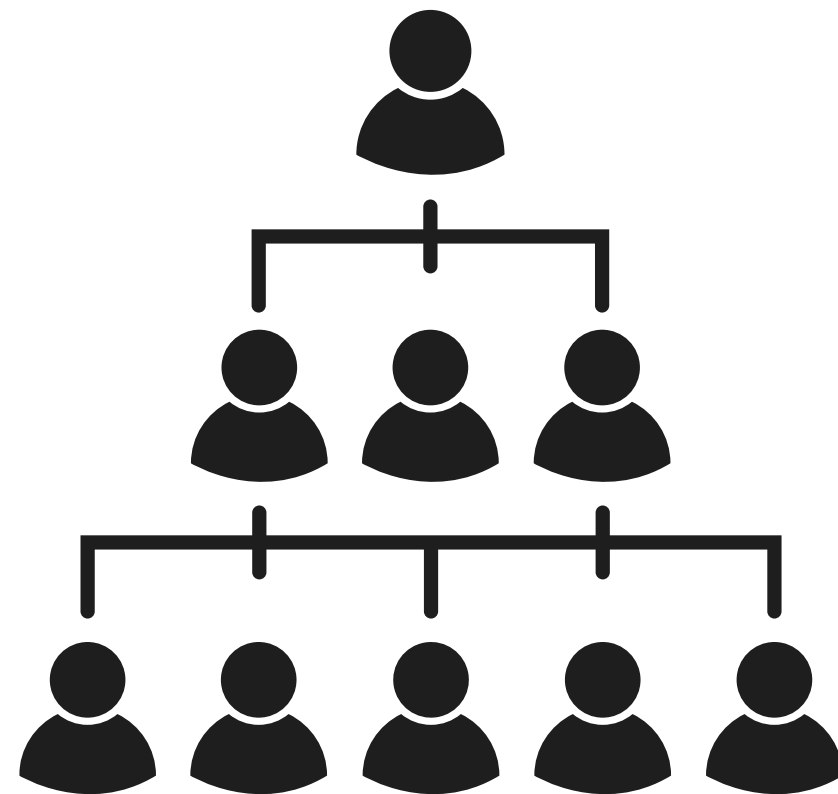
CENTRALIZED

DECENTRALIZED

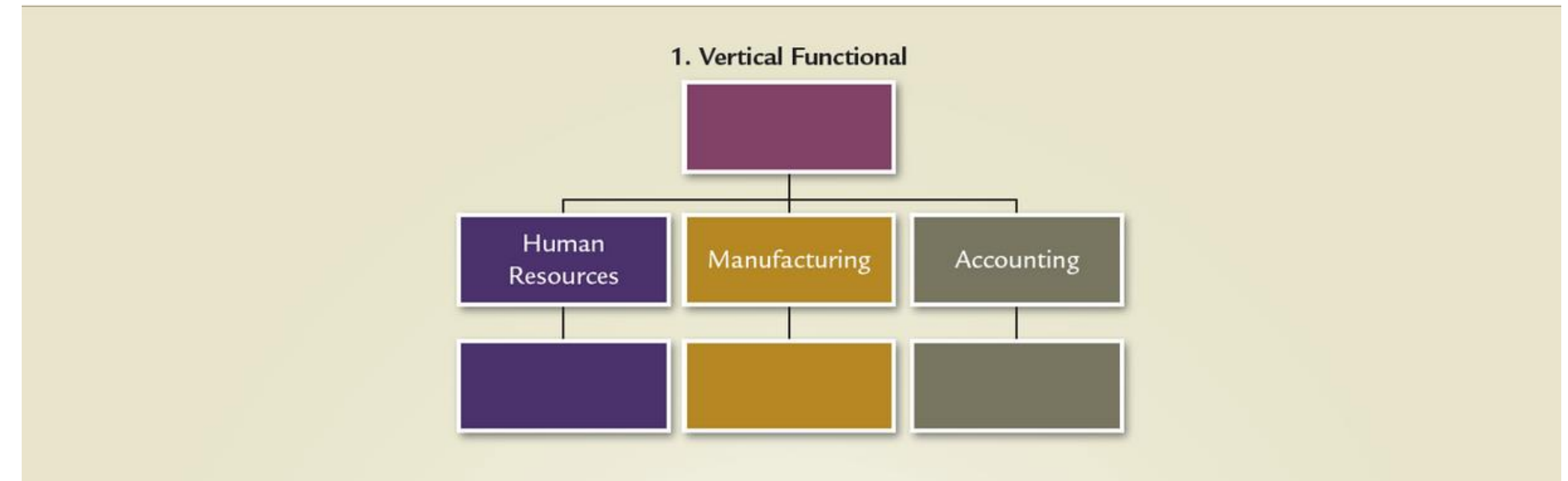
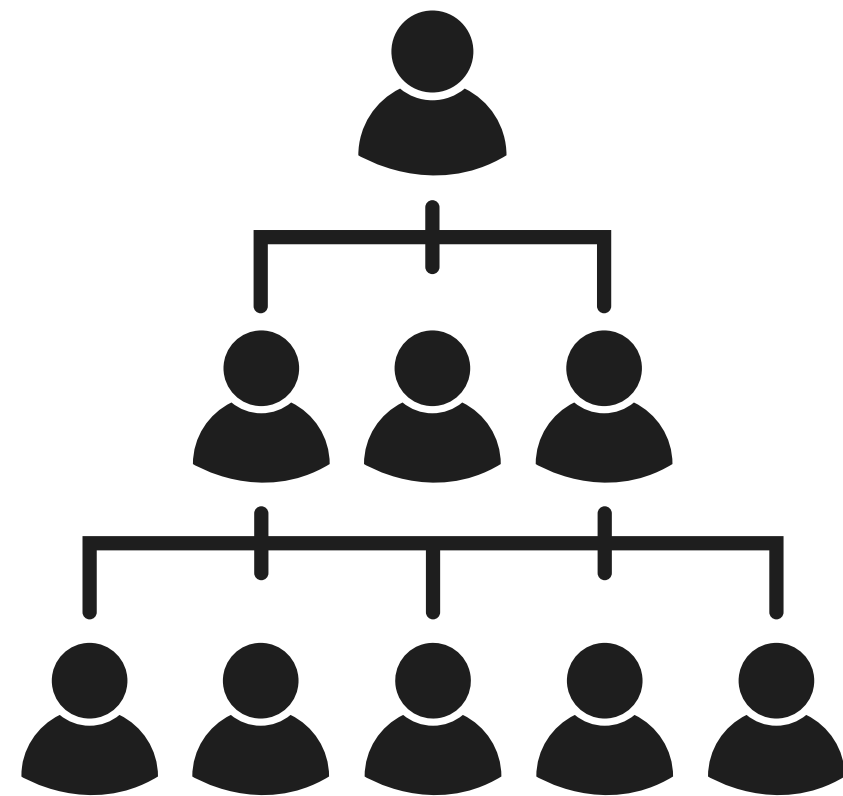
FUNCTIONAL

DIVISIONAL

VS



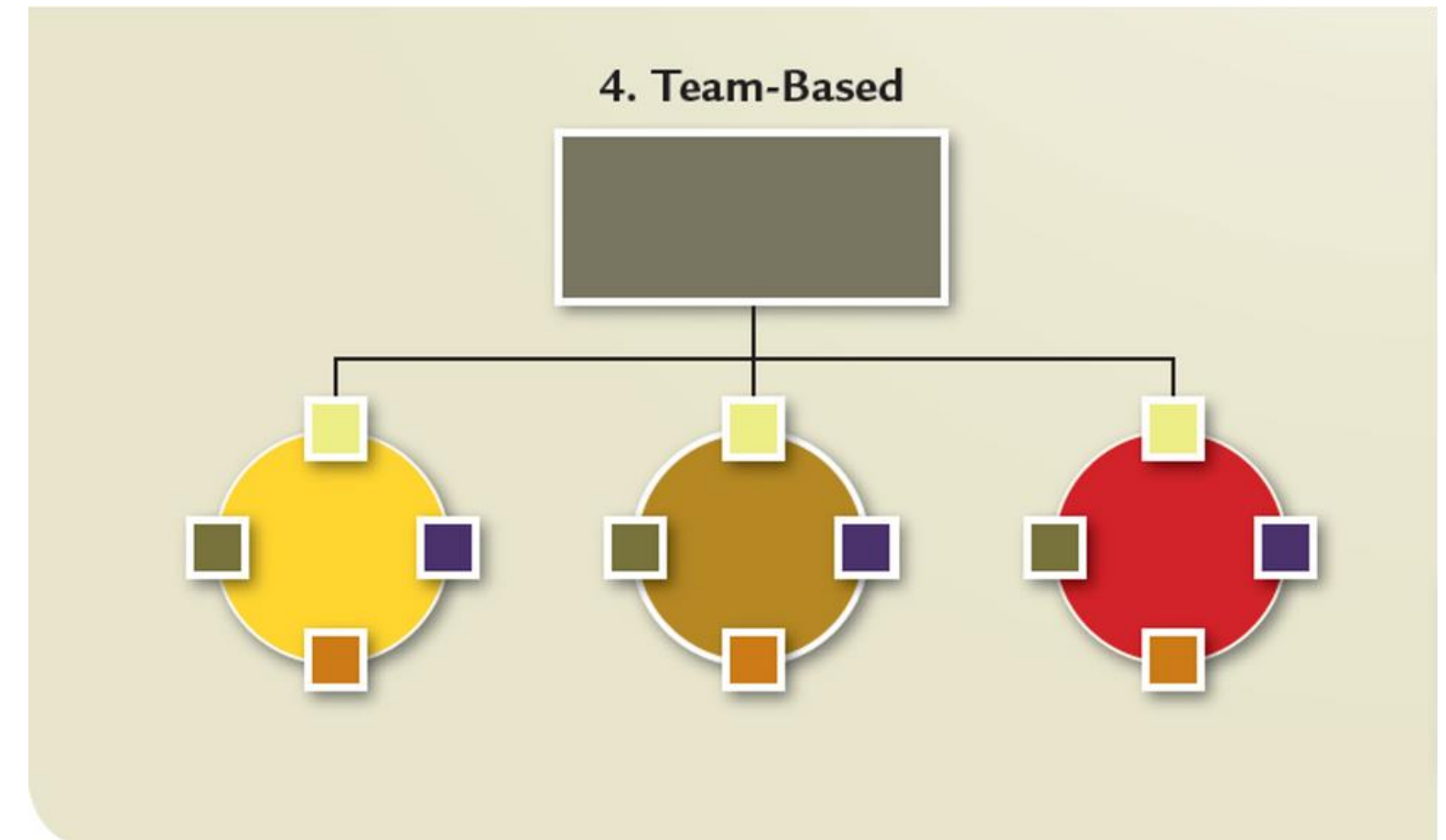
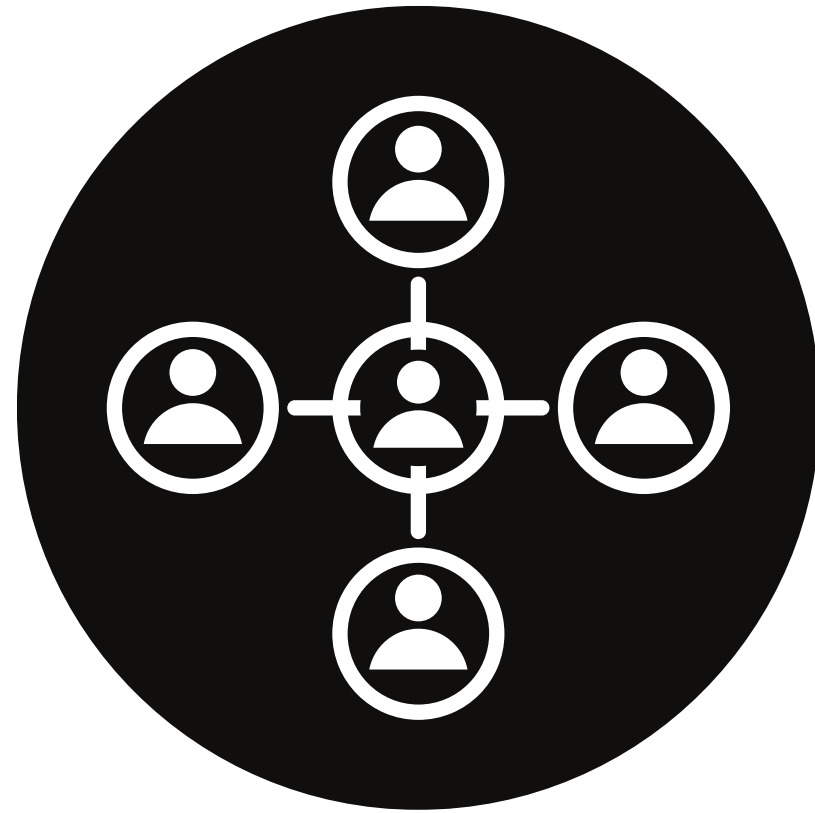
TALL CENTRALIZED FUNCTIONAL



Graphic Credit: 2017 Cengage Learning

- **HIGHER ACCOUNTABILITY**
- **SLOWER SPEED OF EXECUTION.**

FLAT DECENTRALIZED DIVISIONAL



Graphic Credit: 2017 Cengage Learning

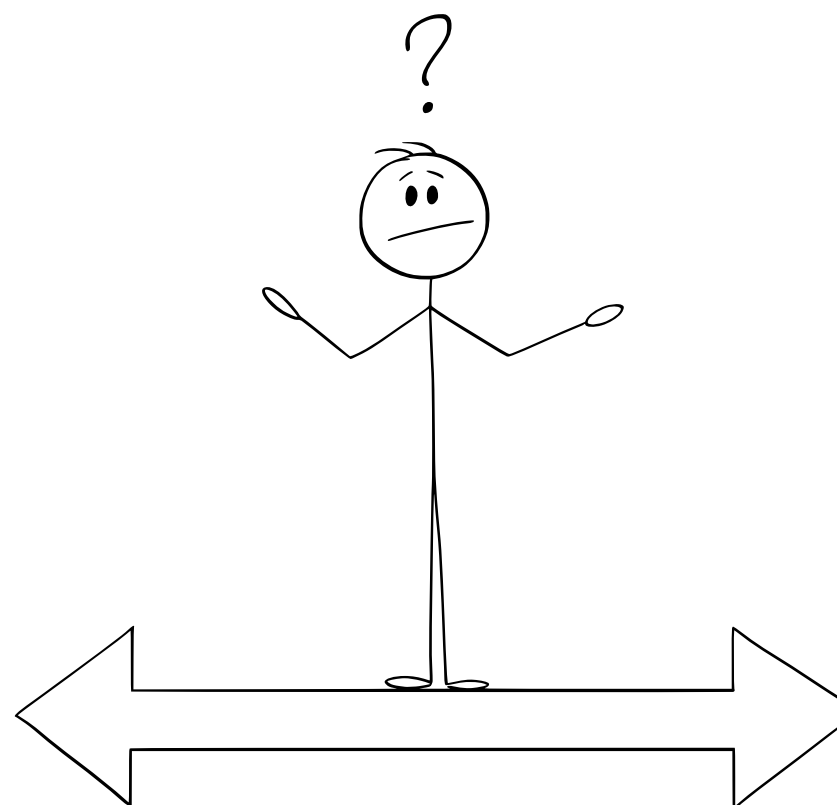
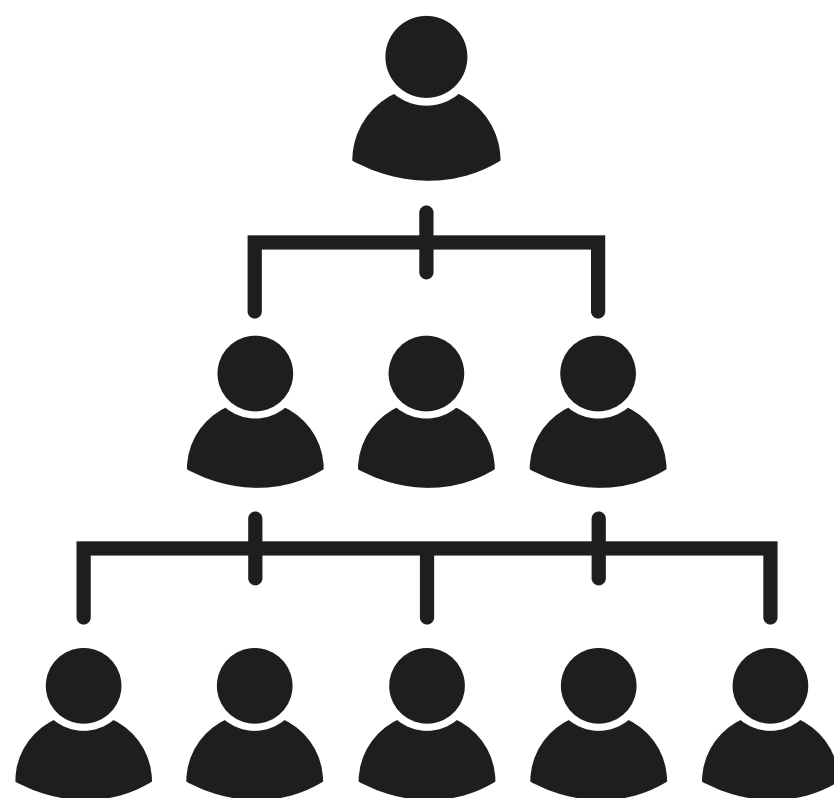
- **HIGHER DELEGATION**
- **FASTER SPEED OF EXECUTION.**



TALL

CENTRALIZED

FUNCTIONAL

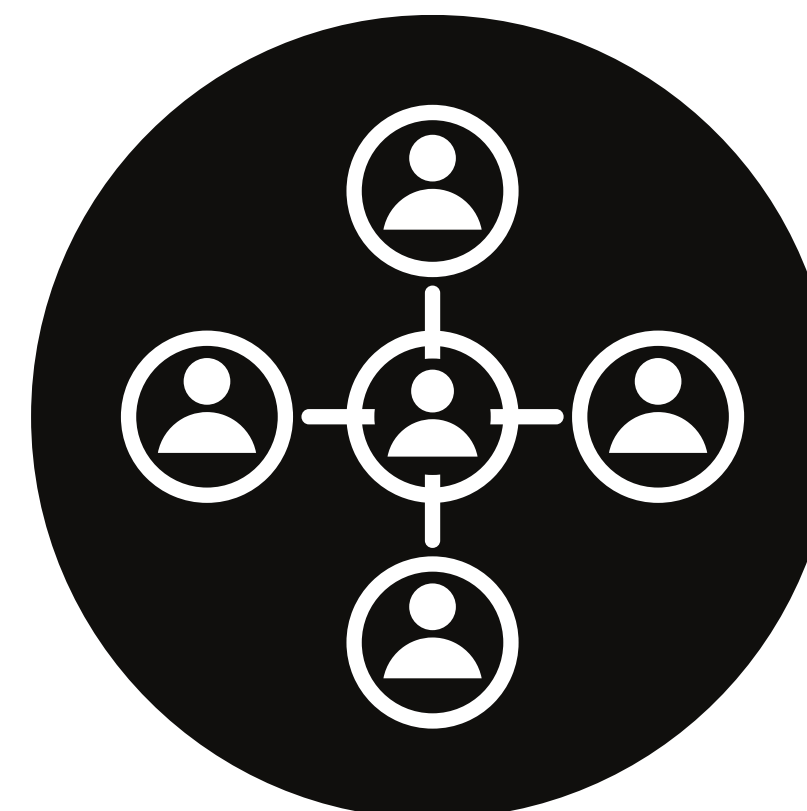


vs

FLAT

DECENTRALIZED

DIVISIONAL

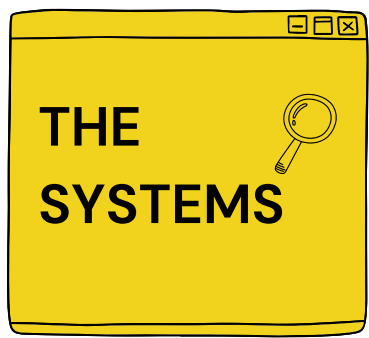


SYSTEMS



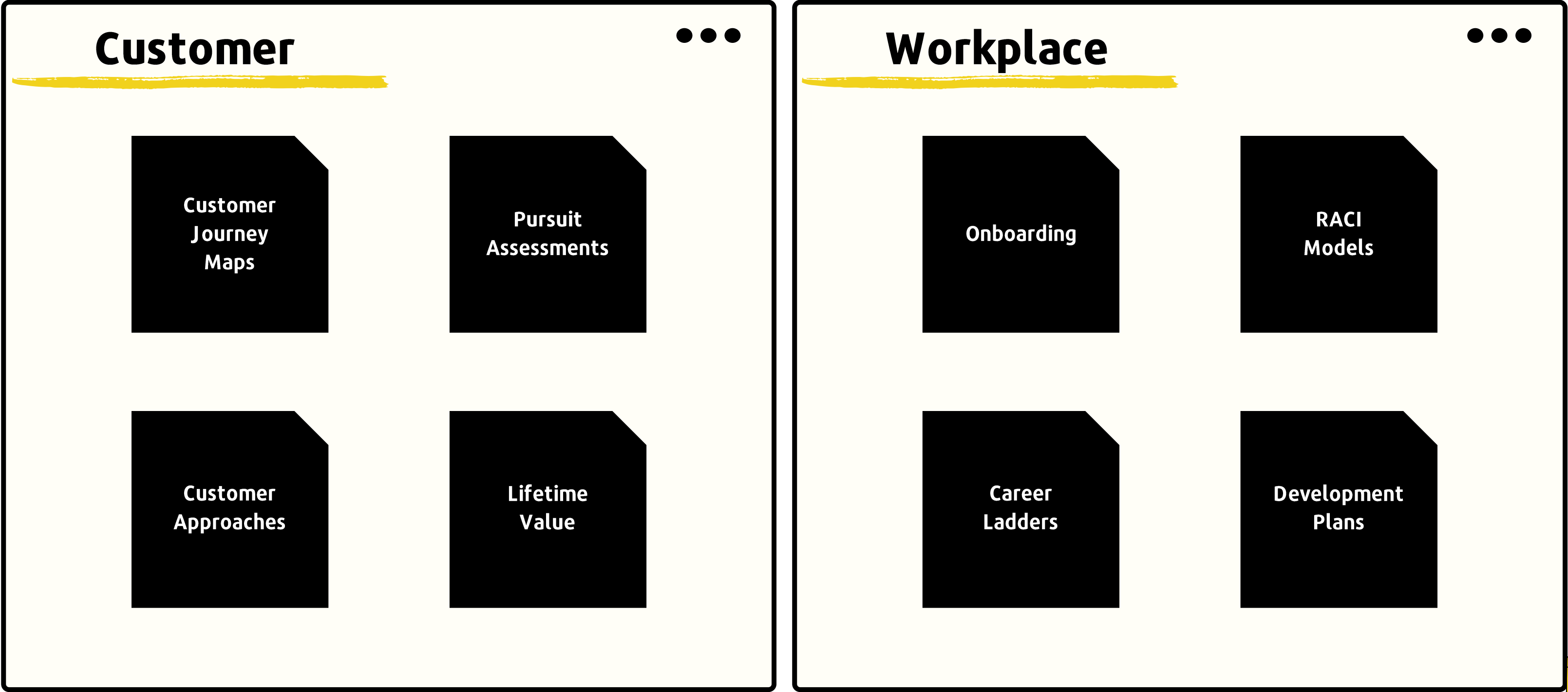
**PEOPLE, KNOWLEDGE, SOFTWARE, AND
HARDWARE THAT ARE PUT IN PLACE TO
DELIVER SOMETHING REPEATEDLY.**

- CHRIS RONZIO, CEO OF TRAINUAL



EXAMPLES

Tools That Make A System



FREE ASSESSMENT



Org
Dev
Group.

FREE E-BOOK

