

# Organization Design

## Organization Design Team Member Profile

**Note:** This is a generic profile that needs to be adapted for each organization. Broadly speaking an organization design team needs to represent a 'diagonal slice' of the organization both in grade/level and in organizational business units.

The initial design team should be between 5 – 10 people who are **selected** for the attributes below and recognized and rewarded for participation. Design team members need to represent the various levels of the organization and be willing and able to speak up for that level in the design team.

It is good practice to put work on the design team in the staff member's performance objectives and/or development plan.

Each team member must agree participation with their managers and be allowed time (usually in the ball park of one-third of the job for the duration of the design phase) to work as a project team member. The work is demanding and not an add-on to an existing work load.

### Personal

- Recognized informal and/or formal leader with authority and scope to influence change.
- Natural leader respected for his/her collaborative nature, work ethic, honesty and trustworthiness.
- .A "doer" who see things through and is accountable.
- Enthusiastic about developing and designing effective, efficient and agile ways of operating the business
- Wide knowledge of the organization's business, organisation and culture
- Strong influencing skills,
  - ability to operate at senior levels
  - ability to tailor approach so that it is accessible to people at different levels
- Creative thinker, not daunted by new ideas.

### Business

- Knowledgeable about the organization's mission, processes, protocols and challenges
- Understanding of the trends and forecasts that are shaping and changing organizations and work.
- Clear view of the competitive environment in which the organization is operating

### Technical

- Experience of project/programme management or working in a project environment
- Strong written and oral communications skills
  - presentation skills
  - ability to create compelling messages using images and words
  - ability to use PowerPoint, social media and other communication channels