



Organization Design

the way we do it



Design of an Organization is not an exact science. Our approach is to define design criteria, create guiding principles, propose options and facilitate consensus amongst stakeholders

Organization Design (OD) defines the design and implementation of the organization's structure, governance, roles, competencies and skills that are required to support strategic, business and transformational goals. Instead of merely addressing the organization structure, PeopleWiz treats it as one element of a comprehensive OD approach that includes alignment between vision, strategy, structure, people, competencies, processes, rewards and culture. Our OD process is a hybrid of both a top-down view that is driven by the business vision and strategy, while focusing on a high-level structure and governance, and a bottom-up view that is driven by day-to-day operational processes and refers to the alignment of operating roles, work units, control and coordination.

"Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat." - Sun Tzu, The Art of War

PeopleWiz 5D Engagement Approach

Diagnosis: In this first phase, we evaluate the organizational capability to support your strategy for growth. Through stakeholder interviews, workshops and collection of organizational data, a review of your current people management practices including organization structure; decision-making and performance management will be carried out to analyze their effectiveness. Business benefits that can be derived by improving your organizational processes will be plotted and understood.

Design: After gaining an understanding of your long-term strategic objective, short-term business goals, current business context and ground realities, we will define the scope of the changes to organization design, which are needed to transform the organization. This covers organization structure, performance management system, people practices, governance mechanisms and reward mechanisms. To gain a broader perspective while designing your own organization, PeopleWiz consultants will research on successful operating models in your industry and key learning from them.



Develop: A successful implementation requires that the new design has been sufficiently developed to suit every function or unit in the organization. This involves developing tools, content, formats, templates & success measures for the proposed changes that can be smoothly implemented at different layers in the organization.

Deploy: The right blend of planning and execution skills with a formal approach to change management is used during the deploy phase. Engaging key stakeholders, ample internal communication and other change management techniques are utilized during the implementation to ensure that the all the initiatives are a success.

Drive: Measuring success and satisfaction of the employees is carried out so that the initiative remains on track and the promised benefits can be realized. Experienced Change management consultants drive the monitoring and tracking to ensure that the organization design changes are institutionalized.



As a leader, you have three key levers of change in your organization - setting the business strategy and vision, choosing the players on the executive team and designing the organization.

Do you need Organization Design?

OD might be something to consider if you are facing one of the following business challenges:

- You are starting up a new company or division
- You want to execute aggressive growth plans
- Your business strategy has changed
- Your organization is not delivering the expected performance
- You are entering new markets or exiting some others - or need to improve your position in current markets
- You need to reduce some of the barriers to working regionally/globally/cross-sector/function/department etc.
- You can't afford your current organization
- There has been a major change in the external environment – new competitors, new technologies or new regulations

“We partnered with PeopleWiz to launch of our new business in West and South Indian geography. Right from designing the structure to institutionalizing our people management processes, PeopleWiz has shown tremendous professionalism and out of the box thinking. Their business appreciation, HR skills and levels of energy convince us of having found the right associates in our growth path.”

Shivakumar Aiyar, MD, Pure and Pristine Solutions



“Displaying true team spirit, PeopleWiz consultants worked in tandem with the management team in our Systems Integration Business, to articulate the vision, build consensus on business goals and recommend an organization design that gets us ready for the future. The business appreciation, industry insight and concern for satisfying the customer with quality work makes PeopleWiz stand apart.”

Rahul Sharma , Business Head-
System Integration Business,
Sterlite Technologies

Why us?

Well-rounded Expertise: Our consultants have gained experience globally with companies like Thermax, TCS, Siemens, University of Oxford, Patni Computers & Citigroup. Having performed roles in Process Consulting, Corporate HR and Line HR, we bring process design expertise coupled with rigorous execution experience.

Experience in Organization Design: PeopleWiz Consulting specializes in Organization design as a unique offering. Our consultants have gained global experience in managing business transformation through introduction of renewed organization design.

Research Capability: To ensure that our clients benefit from the latest global trends in people management, we have a dedicated research team headed by a Research Scholar from Case Western Reserve University. We maintain a repository of modern operating models applicable in various sectors for providing reference to our design recommendations. For carrying out primary research in the industry, our team of analysts is equipped with the latest data collection and analysis techniques.

Participative engagement approach: We strongly believe that no external consultant can succeed in implementing any change to client’s organization without adopting a participatory approach. PeopleWiz prides itself for the excellent team orientation that its consultants possess. We work closely with the management to ensure that an acceptance for the initiatives is generated and adoption of the changes is sustained.

To enquire, please call 0091 8956411996 or mail us at info@peoplewizconsulting.com or visit

www.peoplewizconsulting.com