

Levers Of Organization Design

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Levers Of Organization Design

Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

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Robert Simons argues that by viewing design as a powerful and proactive management lever--rather than an inevitable outcome of corporate evolution--leaders can maximize productivity across every level of the organization. Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

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A holistic view of organization design would encompass numerous components: structural elements, roles and responsibilities, individual talent, and enabling mechanisms such as core enterprise decision-making processes, performance management, and talent management.

A New Approach to Organization Design

The point is to put transformational levers IN YOUR PLAN, right alongside "select moving company." You want to get all the arrows to point in the same direction at the right time. Most of these transformational levers can be used to get you through the change, and they can also be used on the other side of the change to sustain it.

8 Transformational Levers for BIG Organizational Change

Organizational design is a step-by-step methodology which identifies dysfunctional aspects of work flow, procedures, structures and systems, realigns them to fit current business realities/goals and then develops plans to implement the new changes. The process focuses on improving both the technical and people side of the business.

What is Organizational Design?

Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

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Staff View: Levers of organization design

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Robert Simons - Faculty - Harvard Business School

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