# Organisation design and implementation ORDI

Planning, designing and implementing an integrated organisation structure and culture.

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| **Guidance Notes:**  Activities may include, but are not limited to:   * facilitating changes needed to adapt to changes in technologies, society, new operating models and business processes * identifying key attributes of the required culture and how these can be implemented and reinforced to bring about improved organisational performance.   The scope of organisation design can be wide, including the workplace environment, location strategy and number of locations required, role profiles, performance measurements, competencies and skills. |

## Level 4

Assists with the development of organisational structures such as creating role descriptions and career paths.

## Level 5

Implements organisational structure and culture change activities.   
Conducts impact assessments to ensure organisational structure and cultures are aligned to changes in processes, systems, technology and tools.   
Develops graphical representations of organisation models and structures to facilitate understanding and decision-making. Identifies and evaluates alternative solutions.   
Aligns existing organisational structures, roles, jobs, and career paths to new processes. Advises on implications of introducing new workplace models and tools.

## Level 6

Champions the value of new ways of working to address internal and external opportunities and threats.   
Sets direction and leads in selecting and using organisation design techniques, methodologies and tools.   
Plans and leads organisation design activities, identifies alternatives, assesses feasibility, and recommends solutions. Identifies major changes affecting the organisation, and mobilises resources to implement changes.   
Initiates the definition of new organisation boundaries and creates future organisation design. Outlines performance measurement objectives and the high-level implementation approach.

## Level 7

Establishes and communicates the need and rationale for organisational structure and culture change.   
Secures organisational commitment and resources needed for organisational and culture change.   
Leads organisational change by removing obstacles, advocating and lobbying for change at the highest levels.   
Puts in place mechanisms to reinforce and embed organisational and culture change. Acts as a role model for desired behaviours and sets consistent standards and expectations.