How to do Organisational Design – Appei Method on a page

1. Analysis

a. Understand and assess

b. Define

2. Design

3. Implement and Embed

Evaluate

Establish and understand the driver for the change and/or new business strategy Assess the current environment (internal and external) and how the service/team currently operates "As Is"

Define how the service/team needs to operate "To Be"

Consider ASDM's (if appropriate)

Prepare a business case for design stage

Design - new people elements/work elements/style elements and structure Test the design where appropriate

Create an implementation/transition plan Create a communications strategy

Keep work streams aligned

Maintain day-to-day operational performance

Review project immediately after implementation – lessons learnt

6 months - 12 months later

- Evaluate whether required outcomes have been achieved
- 2. Report on any recommendations for further change

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