

# BEESON CONSULTING, INC.

## ORGANIZATION DESIGN AND ALIGNMENT CAPABILITIES

Organizations must constantly adapt and change in today's volatile marketplace. Line managers supported by HR professionals are increasingly called upon for restructuring, business process redesign, mergers, acquisitions and other organization design efforts. However, many business leaders and HR professionals feel they lack sufficient tools to adequately meet organization design requests. They do this in light of the knowledge that organization design has significant impact on the success of their businesses.

Beeson Consulting is actively involved in organization design work in two ways:

- As a consultant, working with business leaders and management tools in the re-design of organization structures and core business processes.
- Training of business leaders and HR professionals in the concepts, skills, and tools of organization design and alignment.

In addition to this consulting work, we also orchestrated and sponsored the Conference Board's inaugural Organization Design and Change Conference in 2005 and have been asked to do so again in 2006.

We bring to both consulting and training engagements an integrated, practical, and detailed tool kit applicable to a wide variety of organization design situations. Elements of the tool kit include the following:

- Organization diagnosis
- Aligning organizing choices to marketplace strategy
- Driving differentiation in the marketplace through organizing choices
- Organizing around the highest leverage work
- Developing structures that best support specific strategies
- Overcoming the downside of structures (since all structural choices have inherent downsides)
- Linking across organization boundaries
- Building successful matrix structures
- Aligning specific "micro" organizing choices to the overall strategy
- Building the right culture to support a chosen strategy

Our tool kit is currently being used by several members of the Fortune 100 including GE, 3M, Bank of America, and Honeywell. We have worked with several of these companies to customize our models and tools to their needs. The result is the corporately sponsored organization design tool kit accessible by business leaders and HR professionals across the company. Over the past three years we have trained more than 500 global HR professionals from one well-regarded Fortune 10 Company to lead organization design initiatives.