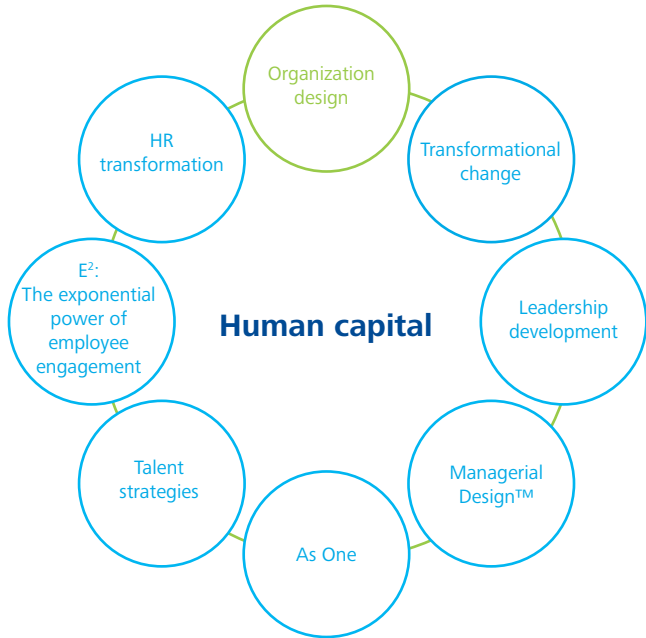


### The answer to your complex design challenges

No matter what type of organization design challenge you face, Deloitte’s Human capital practice has the experience to help. With roughly 3,700 global consultants and over 250 dedicated Canadian practitioners, we have helped companies of all sizes, in all sectors, answer a host of complex questions, such as:

- **Does our organization** design position us to achieve our strategic objectives?
- **How can we organize** ourselves to better serve our customers?
- **How can we reduce** enterprise-wide costs while still promoting our core capabilities?
- **Are we using** shared services, off-shoring or outsourcing optimally?
- **Are decision-making** accountabilities in the right place and well-defined to support our mission?
- **Do we have** the right talent with the right skills appointed to key positions?

Leveraging years of experience on design engagements, our Organization design practitioners bring deep expertise, insights and qualifications to every project, as well as an unmatched library of methodologies to accelerate your progress. This allows us to help you develop optimal operating models and governance structures, review the efficiency of your organization design and put appropriate design frameworks into place.



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### Are you a victim of “boxology”?

When it comes to designing an effective organizational model that supports your corporate strategy, companies frequently fall victim to what we call “boxology”. Instead of clearly defining the capabilities, structure, accountabilities and interactions required to deliver value for customers or shareholders, they settle for simply redrawing the “boxes and wires”.

Effective organization design goes beyond conceptual hierarchies. To meet your organization’s needs, the right design must balance everything from your business strategy, leadership and corporate culture to your core capabilities and workgroup dynamics.

To achieve this balance, it helps to think of organization design as similar to a major construction project: you need an architect to ensure structural soundness and managers to keep the plan on track. That’s where Deloitte comes in. Our Organization design practitioners act as architects to help your organization structure a design that delivers measurable business results.



## Design the optimal organization

It’s time to think outside the box

The best structure will not guarantee results and performance. But the wrong structure is a guarantee of nonperformance.

Peter Drucker

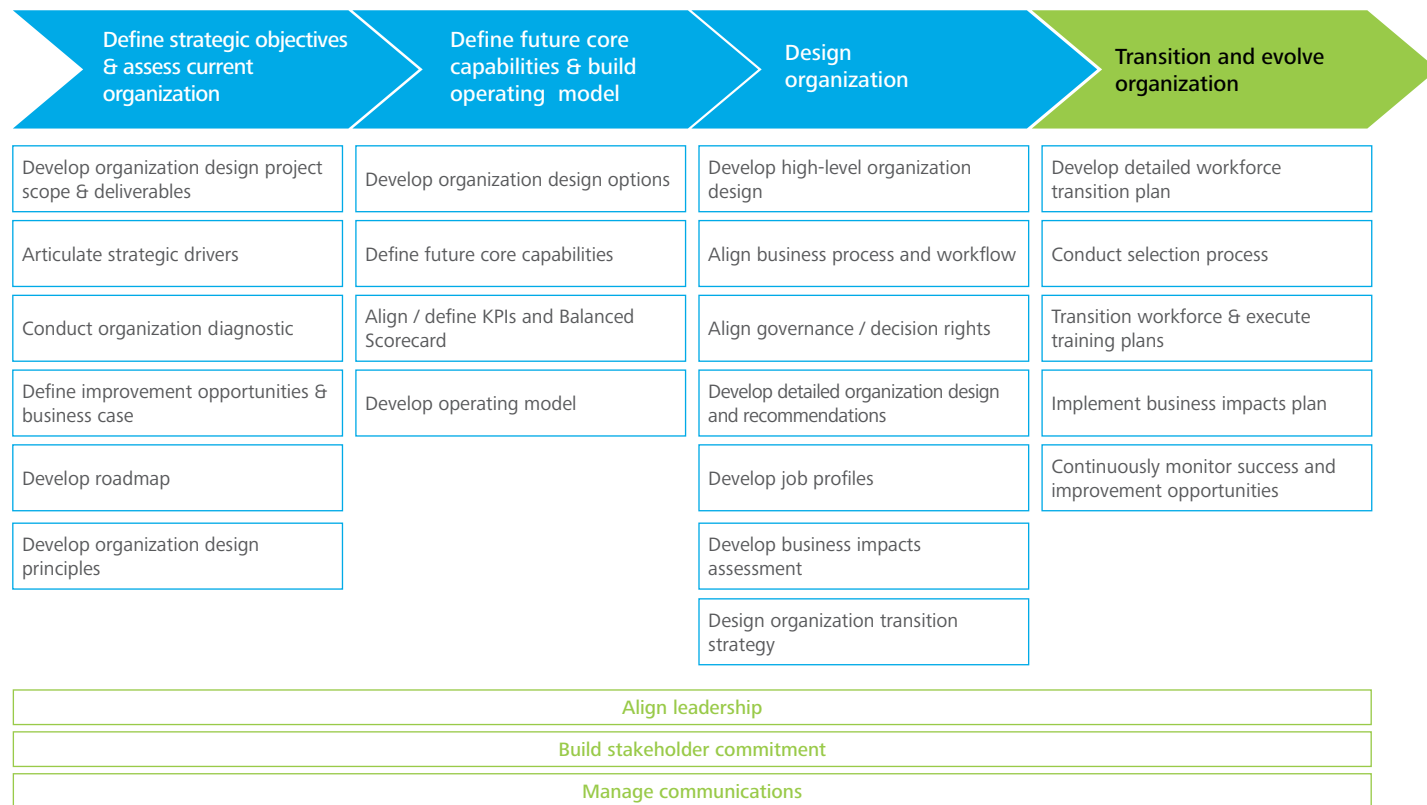
# A model that delivers results

With a tried and tested organization design methodology, we begin by gaining a clear understanding of your strategy and vision and close-off with a sustainable transition plan. In between, we help you build a realistic organization design that enables success.

Beyond supporting your corporate strategy, an effective organizational model can help you drive better business results. We help you achieve this outcome with qualifications that span every business function – from finance, human resources and IT to sales, marketing and the back office.

Thanks to this comprehensive approach, Deloitte's Organization design successes have helped companies:

- Uncover financial savings from 15–25%
- Elevate the performance of leadership teams to deliver on strategic priorities
- Realize post-merger integration synergies
- Accelerate business programs
- Promote leadership effectiveness through proper design
- Support economical financial decisions based on organization structure



## The industry speaks for us...

Leading market research firm **Kennedy Consulting Research & Advisory** noted that, among human capital consultancies, Deloitte has made the most strides in innovation.

“The firm [Deloitte] continually develops, tests, and launches methodologies that reflect a deep sensitivity to clients’ transformation challenges. The firm’s work with change guru John Kotter emphasizes the human behavior, while its capabilities in data analytics and risk analysis provide clear direction for managing through the people issues.”

Source: Kennedy Consulting Research & Advisory; *Change Management Consulting Market*; © 2012 Kennedy Information, LLC. Reproduced under license.



## Our projects speak for themselves...

Some of Deloitte’s recent engagements include:

- **Organization design** in the context of some of the largest mergers in Canadian corporate history
- **Operating model** design among numerous federal and provincial ministries and agencies
- **Restructuring engagements** for most of Canada’s major financial institutions

Contact us today to find out how we can help you step ahead of the competition

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