Organization design self-assessment

Organization design self assessment report

Industry average
5.6/16

LATENT | DISCOVERING | ADVENTURING | EXPLORING | PIONEERING

Your score
5/16
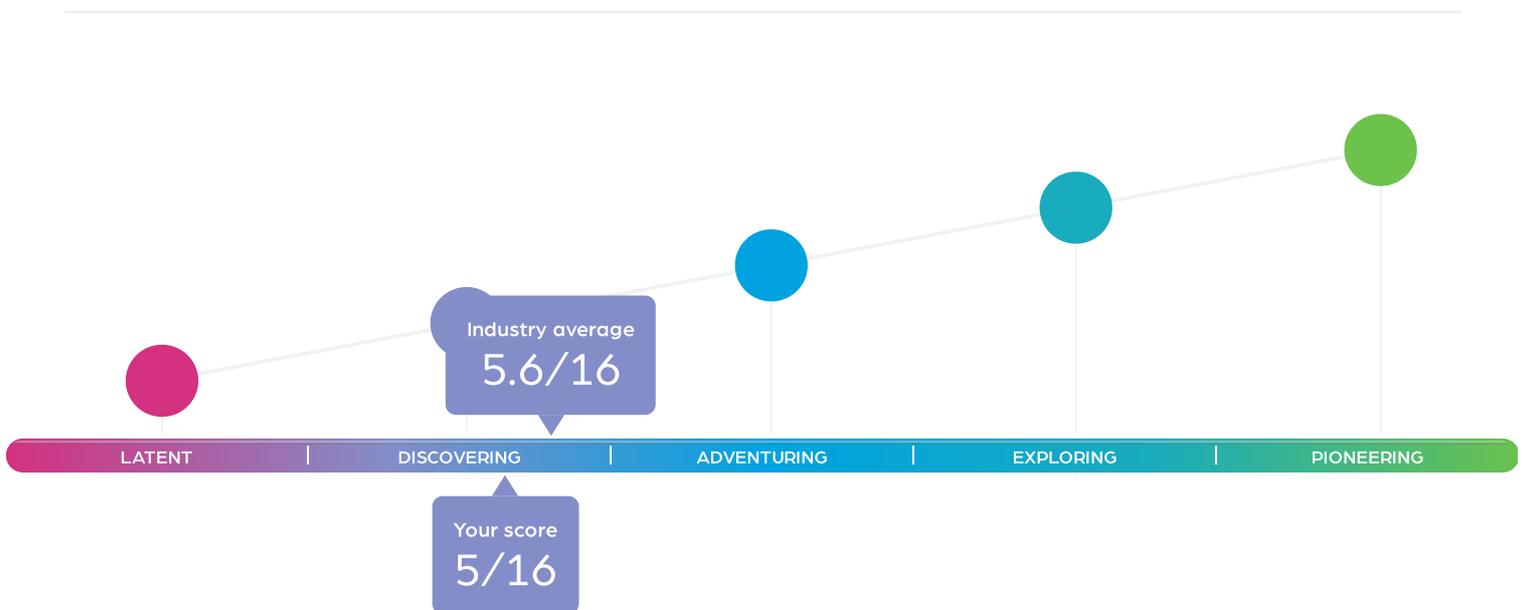
Here's your personalized report!

Congratulations, this is another important step in your journey, and we hope you find the insights and recommendations below helpful. We believe that, powered by insightful analysis and forward–looking, strategic models, HR can influence boardroom decisions in a data–driven way. Organization design is a key part of building this capability, something we call organization planning and analysis. This assessment outlines where you are today and makes some suggestions for what to do next.

https://www.orgvue.com/survey/organization-design-self-assessment-in-one-minute/?id=7bb9c514

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Your score is below the industry benchmark. This is likely due to reliance on external consultants or ad hoc resources internally. Also, companies early in their organization planning & analysis journey generally have a lower executive buy–in score.

Now

You're still early in your organization design journey, so you'll have limited resources in skills and technology. Lower scoring emphasizes the importance of a skilled team to bring your organization design vision to life. You may also be struggling to clean and aggregate your data. And because governance is generally linked to overall maturity, your reporting and compliance processes are likely to be underdeveloped

Next steps

For all organizations, we recommend that you make a business case to secure the essential internal resources as quickly as possible. Evidently, a lack of basic resource will stifle your organization design vision and affect your ability to advance to the next stage of maturity.

As you're at an early stage in your journey, we'd recommend you:

✓ Focus on building a foundation org design capability as your top priority. Everything else is a house of cards without the essential know–how behind your efforts. Extend this foundational work to establish a baseline standard for data quality.

✓ Invest in technology, particularly with a view to resolving difficulties with data quality and visualizing data. Enlist to the help of an executive sponsor to strengthen the case for investment.

✓ Establish accurate and repeatable reporting, not just for compliance purposes but also to demonstrate the emerging capability within your organization design team.

As your maturity develops you will establish a solid resource base, so we'd recommend then that you:

✓ Regularly assess your organization design skills to spot the gaps; this will be crucial to developing a strong, resilient people analytics capability

✓ Track your progress against plan closely to spot opportunities for improvement, particularly against commercial targets such as cost, productivity, and profitability

You're in the 'Discovering' stage of organizational design maturity

You may not yet have a forward–looking plan but it's now on the agenda. You're also looking at integrating other sources of data into your workflow but need to improve processes to support this. Concentrate on making the basics as robust as possible. Focus on ironing out inconsistencies in your reporting and begin enlisting support from across the business to make the case for investment.

Talk to us

LATENT	DISCOVERING	ADVENTURING	EXPLORING	PIONEERING
Operational support *'Manage HR activities'*	Workforce analytics *'Manage HR activities'*	Predictive analytics *'Predict the future'*	Scenario modeling *'Take action'*	Organization as a system *'Maximize results'*

Your score 5/16

– Collaboration and integration between HR and Finance +

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