

1 Introduction

- Data-driven organisation design
- Common challenges in organisation design
- Foundations and core concepts

Related blogs:

- [Webinar: Data Driven Organisation Design](#)
- [An organisation is a system](#)
- [HR Tech Europe blog one: People data is beautiful](#)
- [PowerPoint & Excel: Move on from the pain of the current Org Design tools](#)
- [What is Big Data and what is People Data? | Part 3 of 6](#)

2 Macro design

Strategy articulation and design criteria

- Defining where you are going and why
- The case for change
- Constraints and risks

Related blogs:

- [Macro vs Micro Design](#)
- [Start at the very beginning – ensure the vision, goals, strategy and mission are all crystal clear](#)

3 Micro (detailed) design

The data goldmine

- Data blockers and myths
- Building the baseline – get ready to wrangle
- Performing analysis - common statistical traps

Related blogs:

- [The Gender Gap and Statistical Bear Traps](#)

Process design

- Types of process map
- Understanding the as-is
- Analysing the as-is
- Designing the to-be process and structures
- Linking the to-be work to the to-be positions and hierarchical structure
- Dynamic process design - non-business as usual

Related blogs:

- [Process Mapping – Understand what your organisation really does](#)

4 Making it Real (“MIR”)

- Common traps
- Introduction to Making It Real

Related blogs:

- [HOWWIP – How will it work in practice?](#)
- [Helping HR prepare for the post-merger integration challenge](#)
- [Employee Communication during an Organisation Design Process](#)