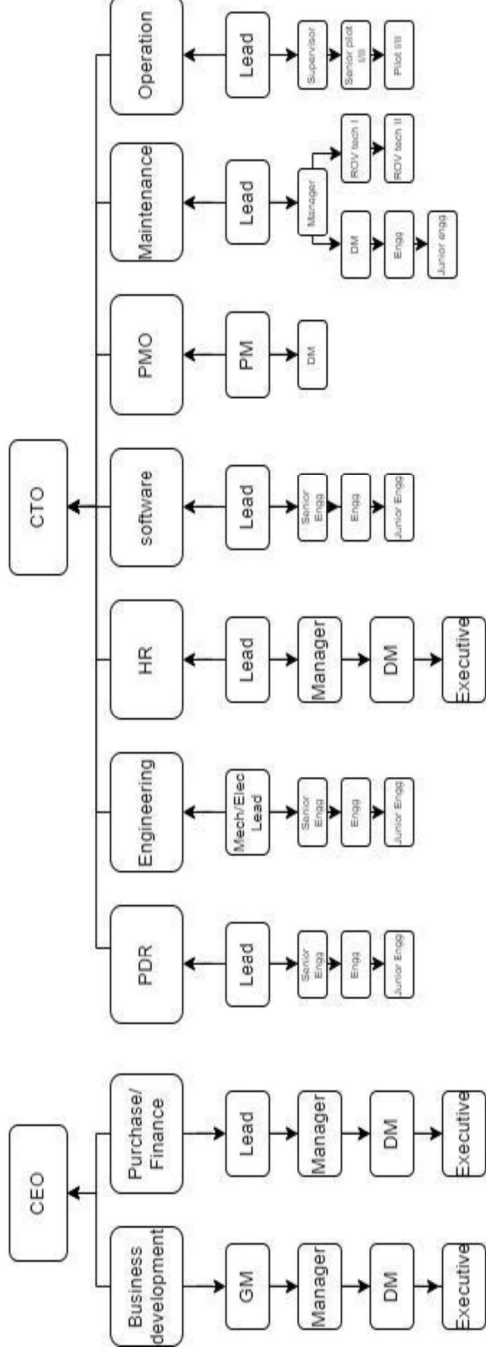


# ORGANIZATIONAL STRUCTURE

# Organizational structure

## ORGANIZATIONAL CHART



# Tables of content for organizational structure and restructure

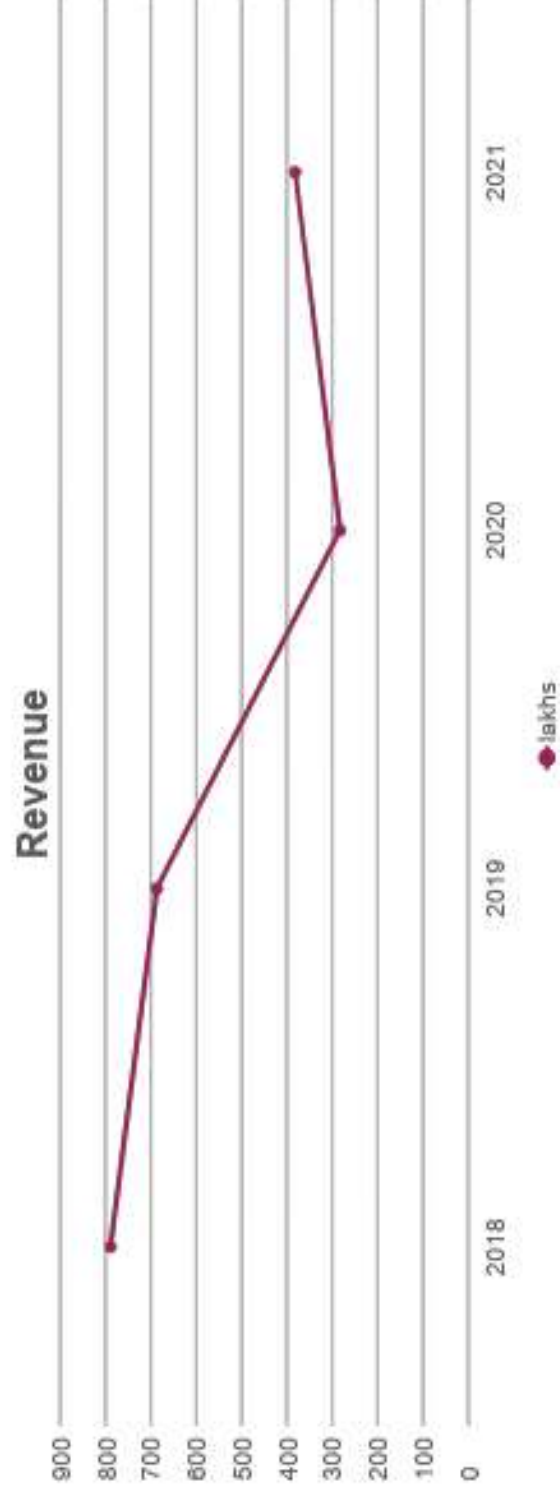
- ▶ Current situation analysis
- ▶ Business restructuring approaches
- ▶ Restructuring organization
- ▶ Overall organization risk identification
- ▶ Opportunities in Restructuring
- ▶ Evaluation post measures

# Current Situation analysis

- ▶ **Key takeaways**
  - ▶ There is increase in operating cost due to ineffective workflow
  - ▶ Decrease in revenue because of business model and reliability of products.

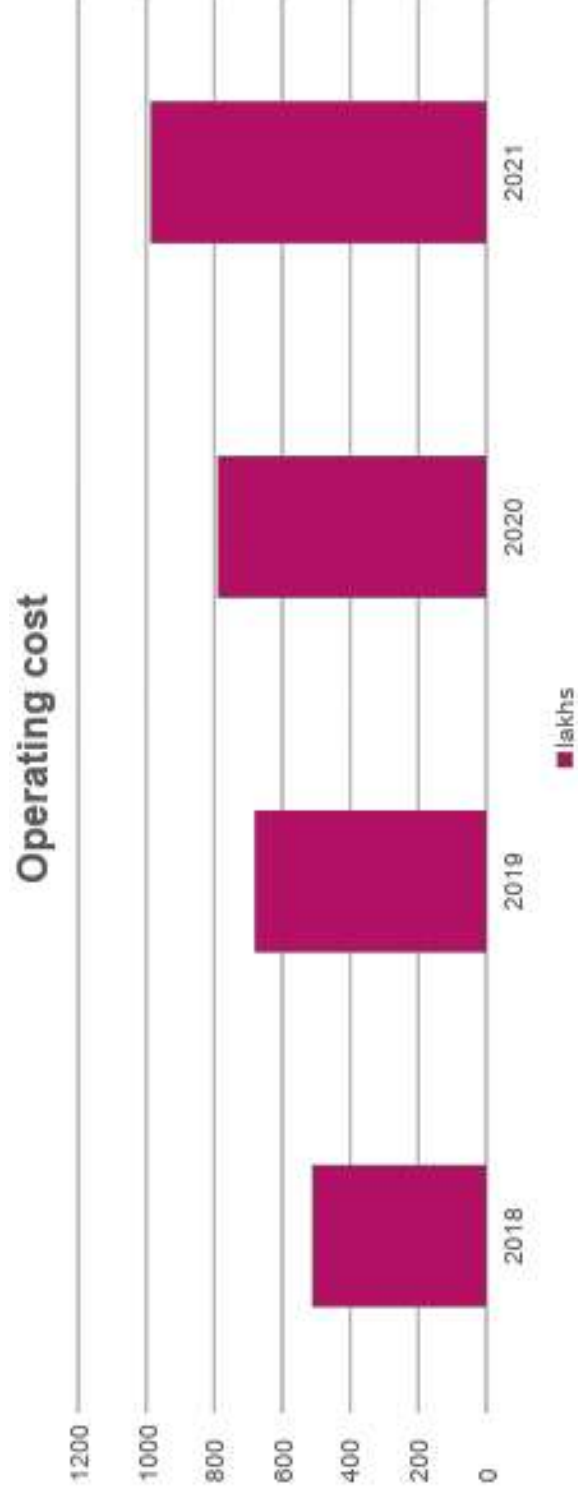
# Revenue

5



# Operating cost

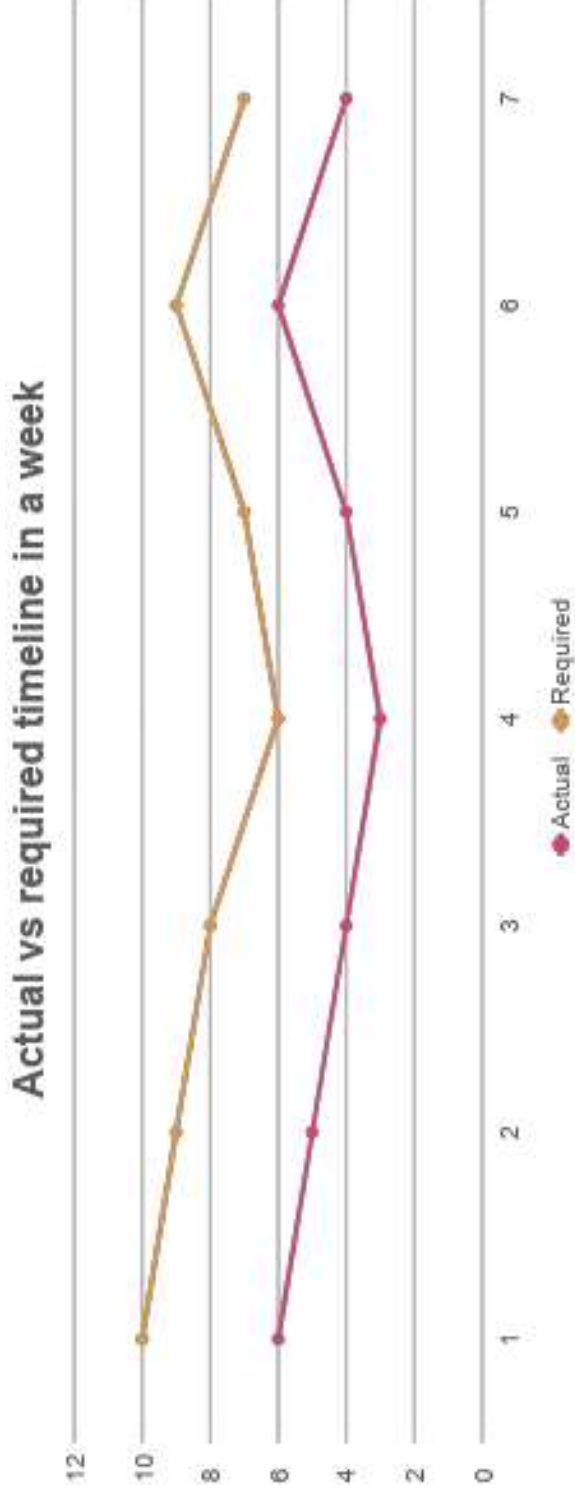
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# Productivity/KPI below market standards

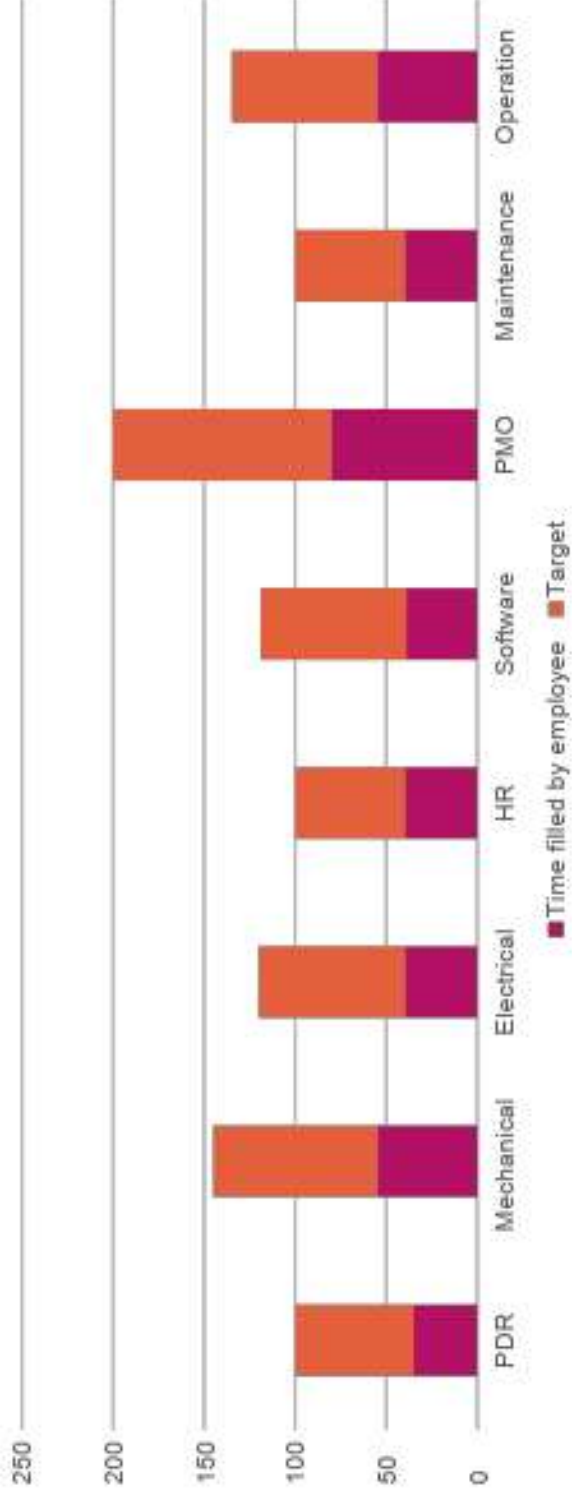
- ▶ Key Takeaways
  - ▶ Targets doesn't meet due to communication barriers and bad design processes.
  - ▶ Low productivity due to unclear roles and responsibility.

## Actual vs Required timeline in a week



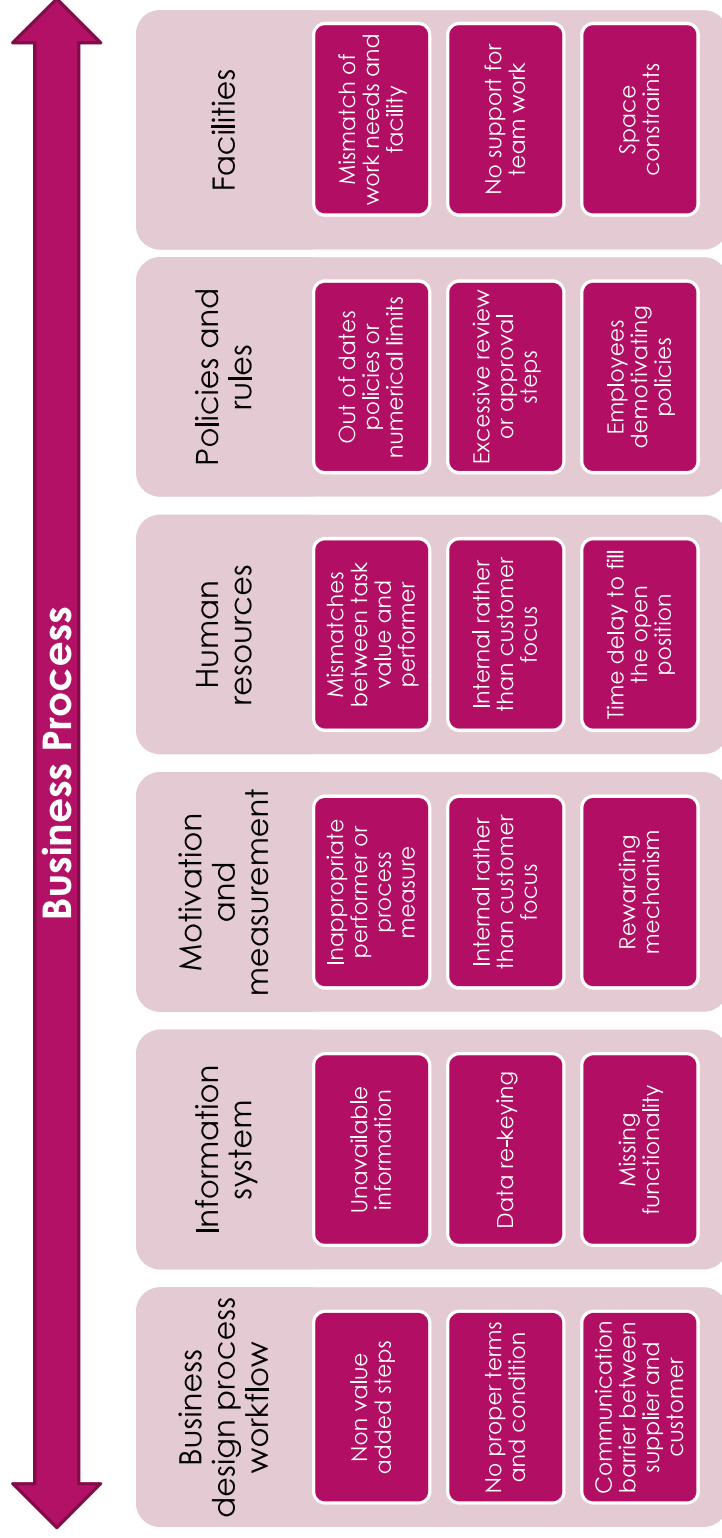


## Average time to fill by department



# Current Business Process

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# Problems in Current Roles and Responsibility

11

**Project Leaders**

- Take responsibility for key initiatives
- Coordinate project team

**Management Roles**

- Develop leadership change management capability
- Provide ongoing change advice to leader

**Process Coordinate Roles**

- Coordinate project infrastructure and integration
- Prioritize and plan overall project timeframes

**Performance Management Roles**

- Take responsibility for key initiatives
- Coordinate project team
- Report to business unit GM and change office on project progress



Problems

- Poor communication and listening skills
- Fails to look out for employee
- Does not accept challenges and employees innovative ideas

- Does not support leaders because lack of trust
- Do not support training and development programmes
- Does not support clear or realistic direction

- Does not give clear instruction, which creates confusion among team
- Not able to coordinate due to lack of communication

- Lack of coordination among team
- Does not report to general manager on time

# Problems in departments based on the feedbacks

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## Product Development and Research

- Budget Constraints
- Hiring delayed
- Resources Constraints
- Employee competency matrix

## Mechanical/Electrical/Software

- Budget Constraints
- Resource shortage
- System competency
- Feedback session not considered
- Project getting delayed due to resources and system competency
- Not clearly defined goals

## Human Resource

- No proper motivating system
- Hiring getting delayed
- Shortlisting not happening based on job description
- Employee competency matrix

# Problems in departments based on the feedbacks

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## Project Management Team

- Authority of decision making has been restricted
- Focus on project goals is not defined
- Process need to be defined

## Field Service Team

- Communication gap between operation and field service
- Unplanned task from the management
- Employee competency matrix need to be defined
- Importance of documentation need to be defined by the management
- Clearly defined job description need to be defined. Additional work like procurement and other task consuming extra time for project delay.

## operation

- Unplanned activities. Planning needs to happen based on weather study/vehicle/crew mobilization based on the site condition
- Report delivery getting delayed (Plan vs Actual)
- Communication gap between operation and business development
- Leading and motivating the team for better outcomes
- Making training plan for enhancing team skill level

# Business Restructuring Approaches

## Changing Strategy

- Reorganize structure to accommodate the market shift
- Create new division or team to facilitate new products
- Expanding business development team to drive the business

## Changing Structural types

- Rearranging the business structure to follow the new business model
- Shifting organizational structure to a regional model to assign local manager
- Providing authority of approval to manager

## Downsizing

- Downsize to remain functional during loss of revenue
- Recognizing business structure to meet the needs of the new organization at its smaller size

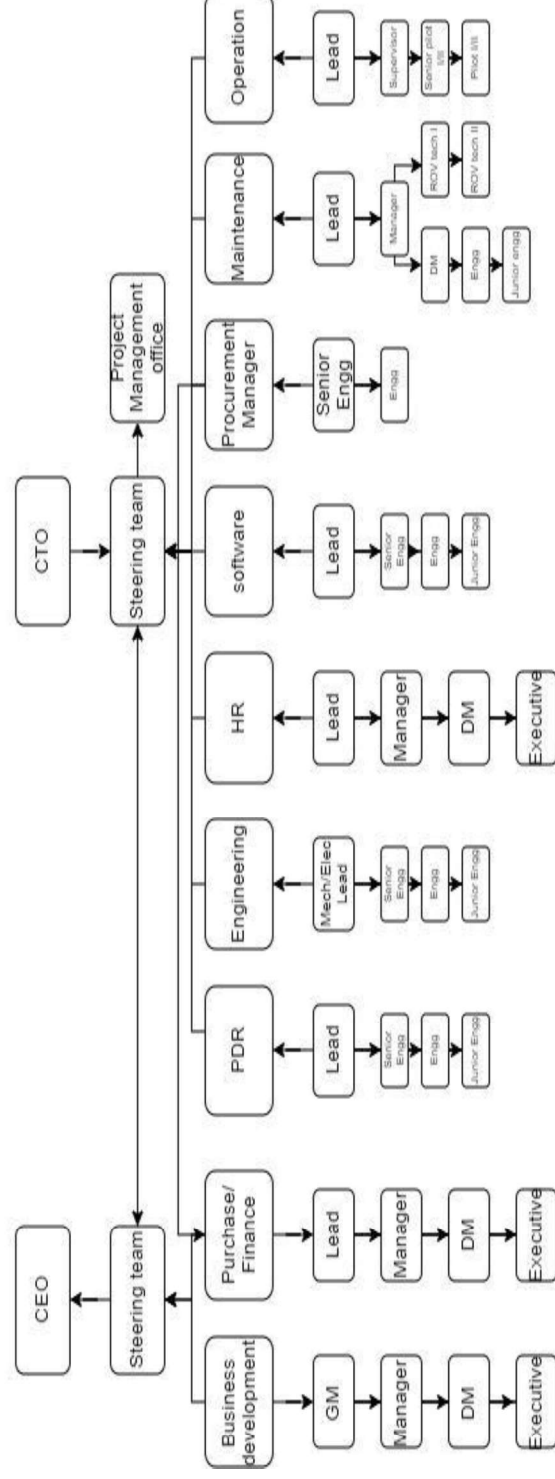
## Expanding

- Creating new department, new products or new facilities
- Rearranging business structure to include new staff
- Making changes in the basic organizational structure for any expansion

# Organizational Restructure Chart

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## ORGANIZATIONAL CHART



# Restructuring Organization Risk Identification

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Department	Strategies	Revenue Improvement	Cost Reduction	Cost of Risk Mitigation
Product Development and Research	Market Study of products			
	Scope definition of the new product			
	Business case			
Mechanical/Electrical/Software	Project timeframe			
	Resource competency			
	Feedback documents			
Human Resources	Scoring and Rating			
	Training Plan			
	Feedback action			
Operation	Planning			
	Leadership			
	Report generation			
Project Management	Work flow support			
	Planning			
	Feedback from the project			
	Issue identification			
	Action Recommendation			

High (10%)+
Medium (5-10%)
Low (0-5)%



# Project Roles and Responsibilities after Organizational Restructure

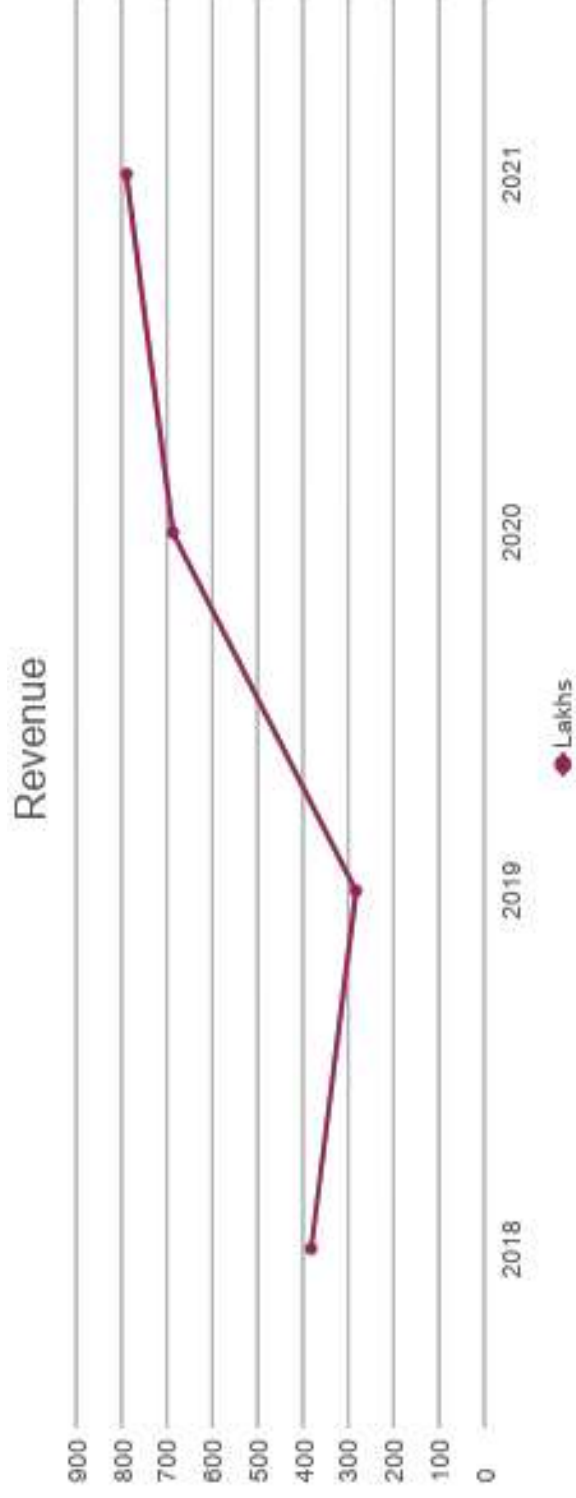
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	Project Leadership				Project Team Members			
	Executive Sponsor	Project Sponsor	Steering Committee	Advisor Committee	Project Manager	Tech Lead	Functional Lead	Project Team member
<b>Initial Phase activities</b>								
Request review by PMO								
Subject Project request								
Research Solution								
Develop Business case								
<b>Plan Phase activities</b>								
Create project plan								
Create schedule								
Create additional plan as required								
<b>Executive Phase activities</b>								
Build deliverables								
Create status report								
<b>Control Phase Activities</b>								
Perform Change Management								
<b>Close Phase Activities</b>								
Create Lesson Learned								
Create project Closure Report								

	Responsible
	Accountable
	Contributing
	Informed

# Opportunities in Restructuring

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# Opportunities in Restructuring

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