

# GHR'S REORGANIZATION PLAYBOOK

## Introduction

The purpose of this playbook is to provide a project based framework that outlines a consistent and effective process for HR activity in business reorganizations, for HR teams to leverage in planning and executing org design projects.





The Playbook will support global HR professionals by increasing understanding of:

- Typical HR work involved in business reorganizations and business partnerships with HR
- Provide clarity within HR as to how HR teams can most efficiently and effectively partner with one another to deliver
- HR roles involved and which HR domains deliver which work
- Typical phasing and order of HR deliverables
- Measurement examples
- Locate and utilize existing tools
- Allow for ongoing knowledge sharing



## Partnering with the Business

Recommended involvement of business stakeholders

 Business HR Leaders	<h3>Business HR Leaders</h3> <ul style="list-style-type: none"><li>• Provides strategic leadership and expertise for the business; Strategic BHR Role LT level activities</li><li>• Sets HR strategy and governance for all people deliverables on project</li><li>• HR deliverable approver and escalation for HR barriers</li><li>• Ownership &amp; accountability for HR delivery</li><li>• Communicate key implications from business strategy to the project team</li><li>• Monitor progress and adjust HR functional strategy as needed to optimize performance</li><li>• Provides leadership and expertise on efficient people measures</li></ul>
 Business Project Design Team	
 Business Leaders	
 Managers	

## ORGANIZATION DESIGN

Process Overview

