

Leading global white goods player performed holistic organizational redesign of its Operating Model, including revised regional and global structure

Client context

Client description

- Leading global white goods player with traditionally strong European footprint
- Organizational structure not fit for high growth purpose as anchored too heavily in home markets

Objective

- Set up structure to allow higher growth in markets outside of Europe
- Enable and empower regional management through stronger entrepreneurial structure and larger degrees of freedom
- Structure global layer as supportive mechanism to support regional growth targets

Client name: X
Team set-up: X
Fees Structure: X

Approach

- End-to-end approach covering all functions of the organization
- All organizational choices directly derived from and mirrored against strategic objectives
- Cross-functional approach including series of workshops and detailed organizational design based on top down framework from short initial design phase
- Design phase complemented and followed by holistic change management approach to support implementation not only through “boxes and lines”, but also achieve a fundamental mindset shift

What was unique: X

Impact

- Set-up client to double revenues from by 2015 and significantly increase share of revenues outside of Europe
- Created more entrepreneurial organizational structure
- Helped organization identify duplicative structures and reduce amount of wasteful/low-value adding activities