SKILLS FRAMEWORK FOR INFOCOMM TECHNOLOGY
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT

TSC Category	Design and Architecture					
TSC Title	Organisational Design					
TSC Description	Develop and facilitate the implementation of organisational design to ensure its effectiveness and alignment with stakeholders' priorities					
TSC Proficiency Description	**Level 1**	**Level 2**	**Level 3**	**Level 4**	**Level 5**	**Level 6**
				ICT-BIN-4096-1.1	ICT-BIN-5096-1.1	ICT-BIN-6096-1.1
				Drive the implementation of organisational design	Design organisational structures, systems and processes	Align organisational design with business needs and priorities
Knowledge				- Organisation structures and processes - Ethical and legal considerations relating to organisational design - Components of organisational design - Procedures to implement organisational design - Organisational policies and procedures impacting evaluation of organisational design processes - Best practices and trends in organisational design implementation - Impact of organisational design on stakeholders and labour policies	- Professional or industry codes of practice and standards relating to organisational design - Principles of organisational design - Models of organisational design - Dimensions of organisational design - Implications of organisational design - Methods of evaluating organisational design	- Emerging trends relating to organisational design - Relation between organisation design and other aspects of organisation strategy

| Abilities | | | | | Analyse current structures, systems and processes
Identify issues in the current structures, systems and processes
Formulate plans to implement organisational design
Explain changes to work processes and structures to employees
Lead implementation of organisational design
Develop mechanisms to gather measurement data and feedback
Implement refinements and enhancements to organisational design | Review effectiveness of current organisational structures, systems and processes to identify gaps
Consult stakeholders to identify requirements of organisational design
Drive changes to organisational structures, systems and processes
Determine resources required to support organisational design
Recommend enhancements to organisational design to improve effectiveness | Determine the key principles for organisational design
Evaluate the applicability of emerging trends in organisational design to the organisation's context
Synthesise stakeholder feedback to derive features of the target organisational design
Evaluate the implications of organisational design
Construct models for organisational design to meet business requirements
Secure buy-in from senior stakeholders to finalise organisational design models
Develop narratives to communicate organisational design changes to employees
Drive refinements to organisational design to increase effectiveness |
| Range of Application | | | | | | | |