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| **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** |  | | | | | |