



*"Partners in Business Health"™*

## IMPROVING BUSINESS HEALTH

### **Organizational Development**

#### *Structuring an Organization for Optimal Performance*

**Commerce Health Consulting provides guidance on organizational structures** to help our clients optimize performance, eliminate inefficiencies, and maximize the skills of each individual member of their Teams and functions. Commerce Health Consulting also helps our clients make experience-based decisions about which organizational functions should be added, improved, expanded, reduced or eliminated to improve overall business performance. Organizational changes are never easy but are necessary as businesses evolve. If done correctly these changes can greatly improve the operations and performance of any business. A common barrier to effective organizational development is a resistance to constructive external perspective, either from within the company or outside. While many business leaders are capable of navigating through the process of optimizing their organizations, decisions that consider the inputs of experienced, unbiased sources tend to lead to better outcomes. At Commerce Health Consulting, we have real-world experience with organizational development, and we use that experience in conjunction with the knowledge and expertise of our clients to make organizational changes that deliver stronger business performance and better employee engagement.

#### **An example of organizational development implemented in collaboration with Commerce Health Consulting:**

- **The Project:**
  - Understand how to optimize the structure of a healthcare company's rapidly expanding US division to keep pace with increasing sales and growing business complexity.
- **The Approach:**
  - Growing pains are a reality for any business that is successful. One of the first and most critical steps to addressing these growing pains is an effective assessment and realignment of the organization to ensure short-term success and enable medium-term scalability. Commerce Health Consulting partnered with our client to analyze their current organization relative to its industry peers, other divisions and geographies, and best-in-class market leaders. Commerce Health Consulting then participated in strategic discussions with our client to evaluate their successes, challenges, current business and organizational structures, talent roster, and long-term aspirations and strategic plan. This assessment was augmented with observations, meetings and interviews with key individuals and functions, which ultimately provided the insights needed to make a collective, informed decisions on the best path forward for the company to achieve its goals.
- **The Outcome:**
  - Based on this project, our client made several necessary and impactful changes to their organizational structure. These included the addition of new functions to mitigate legal and regulatory risks, elimination and consolidation of functions to streamline operations and asset management, and realignment of resources to improve the company's overall capabilities and ensure all employees were engaged and their roles were aligned with their strengths to maximize performance.

For additional information on organizational development, please contact Commerce Health Consulting and we would be delighted to help...

**Commerce Health Consulting, Sebastian, FL**

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