



OD Strategy Guide

[Contact Gamut](#) for more information on how to access the tools underlined below.

Consider the following questions to create a complete situation analysis as a foundation for your Organization Design (OD) strategy:

1. What do our customers most need from us in these time horizons?
 - Today-6 months
 - 6-12 months
 - 12-18 months
2. Do we have the appropriate products and services in place to meet those needs?
3. Is there anything we don't have as a business to win our market/sector? How long does it take to build/buy them? What percentage of our attention does that have today?
4. What are the drivers of our company's financial objectives (revenue, net profit, investment, debt)
5. How do our customers need us to behave?
6. Use the **Org Blueprint** process to create a conceptual value chart for the business.
 - Do our departments, functions, locations, and systems align with the conceptual value flow?
 - What are the biggest drivers of value?
 - Do we have any Single Points of Failure (SPOF)?
 - Do we have the right people in the right places to be excellent?
7. Use the **Talent Radar**TM tool to show your talent to value status and inform HC plans.

Now consider opportunities for improvement:

1. Is our employment experience aligned with our customer needs?
2. Create a **Metrics Dashboard** with turnover, exit interview, and engagement data.
3. Use the **OD Type Assessment**TM to gather input on your current status.
4. Create an **Employee Journey Map** to identify strengths and weaknesses.
5. Use the **OD Prioritization Matrix** to identify improvement projects.

Finally, create a Project Management Tracker to manage your improvement efforts:

1. Rank projects by priority and identify a leader and support team.
2. Establish a timeframe for all projects to avoid competition for limited resources.
3. Establish baseline and target metrics to evaluate progress and impact.
4. Create an executive summary for each project to capture full details.