



Strategy Arts' organizational change projects help leaders identify creative and efficient solutions that build stronger organizations and improve team performance.

## The Challenge

Organizational change is difficult. Whether diagnosing issues that impede performance or designing a new organization from the ground up, the numerous possible combinations of people and processes present unique and complex challenges. Change leaders face many questions:

- ✓ How do we design efficient processes that also enable us to scale our capabilities to meet changing work demands?
- ✓ What mechanisms need to be in place to manage change without disrupting work?
- ✓ How do we ensure that the role we define for our organization meets customer and stakeholder expectations?
- ✓ What can we do to ensure that interfaces with other organizations are clearly communicated and mutually beneficial?
- ✓ How do we ensure that our teams have the leadership and resilience needed to maintain a positive and productive work dynamic?

## Our Approach

Strategy Arts consultants collaborate with organizational leaders and their teams to address complex challenges. Our Organizational Change framework helps us tailor collaborative solutions to fit each project and enables our clients to envision the full extent of a process that will lead them from planning to action as they implement organizational change.

### Defining the Organization

Organizational leaders build their understanding of internal and external expectations from our in-depth stakeholder interviews and analysis. Leaders collaborate with their teams in facilitated sessions to develop a vision that defines the organization's role, sets goals for major functions, and frames relationships with other organizations.

*Available Services Include:* • Best-Practices Research • Staffing Models • Management Roles Definition (RACI) •

### Designing Processes and Roles

Organizational teams apply Lean Six Sigma (LSS) tools in facilitated sessions to design new processes or to improve existing ones. They collaborate with the Strategy Arts team to develop project plans and design standard operating procedures. We prepare the necessary tools and templates required to pilot and implement their processes.

*Available Services Include:* • Lean Six Sigma Training and Mentoring • Lean Six Sigma Organizational Deployment • Process Design • Process Improvement •

### Implementing and Sustaining Change

Regular project management meetings with Strategy Arts consultants support organizational teams transitioning to new work processes. Leaders participate with their teams in leadership development and team performance workshops to increase team effectiveness, build organizational leadership capabilities, and sustain their performance.

*Available Services Include:* • Performance Management • Project Management • Leadership Development •

Learn more about how Strategy Arts can help your organization at [www.strategyarts.com](http://www.strategyarts.com)