

Strategic restructuring

5 tactics for effective org design

Hub analytics



Loaded in 1 second

Download as

[Low-res .PNG](#)

[Hi-res .PNG](#)

[Spreadsheet \(CSV\)](#)

[Powerpoint \(PPT\)](#)

Headcount heatmap

Hierarchy structure and distribution



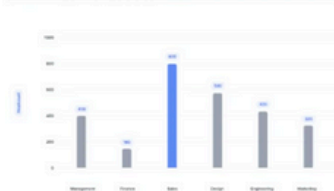
Layers and span of control

Hierarchy structure and span of control distribution



Headcount distribution

Headcount distribution across different groups



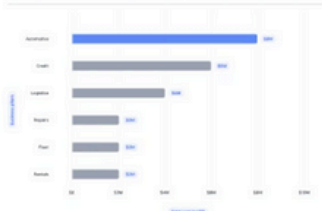
Headcount growth

Headcount growth over time



Headcount cost distribution

Headcount cost distribution across different groups



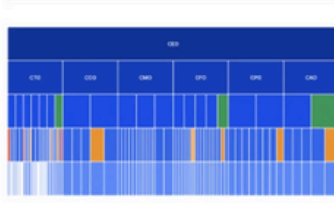
Stacked headcount cost distribution (beta)

Headcount cost by compensation components



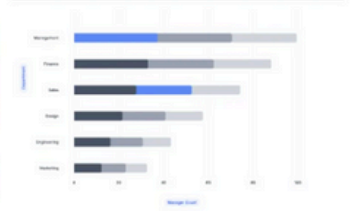
Icicle chart

Bird's-eye view of your organization



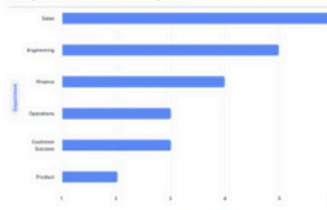
Span of control distribution

Manager distribution by span group



Span of control

Average span of control for different groups



Proportion chart

Proportional distribution of headcount



Orgmap

Employee distribution across your organization



Pyramid chart

Overview of your organization's shape



What is Strategic Restructuring?

In today's fast-changing world, businesses need to stay adaptable and competitive. Strategic restructuring is a critical tool used to align internal structures with key objectives and ensure resources are used efficiently.

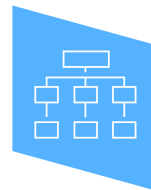
Organisation design focuses on the organisation framework (roles, processes and operating model) to deliver optimal performance. Strategic restructuring zeroes in on modifying existing structures within that framework.

Key aspects of strategic restructuring include:

Reallocation of Resources

Restructuring often means reallocating resources—people, capital, and tools—where they'll have the most impact, sometimes requiring role shifts or downsizing to match new priorities.

←-----



----->

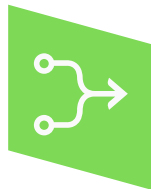
Flattening Hierarchies

It may involve adjusting hierarchy by flattening layers to speed up decisions or adding layers to enhance oversight.

Merging/Dividing Departments

Sometimes, restructuring includes merging departments to reduce duplication of efforts or splitting large units into smaller, more focused teams to increase agility and accountability.

←-----



----->

Cultural Realignment

Restructuring can also aim to shift the organisational culture by changing leadership, team dynamics, or operational focus, aligning behaviour and practices with new strategic objectives.

Cost-Cutting or Growth Initiatives

Restructuring is often associated with financial motives, like cost reductions during downturns, or, conversely, enabling scalability during periods of growth.

←-----



----->

Operational Streamlining

It may involve optimising processes, workflow redesign, or introducing new tools and technologies to improve productivity or integrate more modern practices.



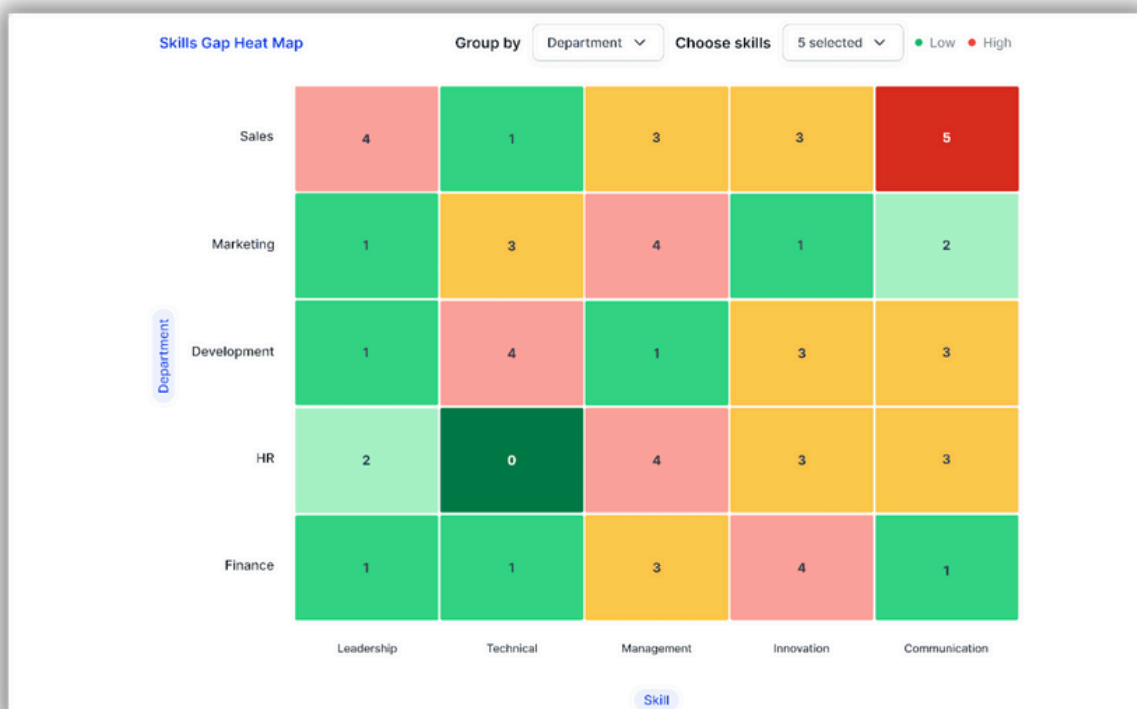
5 effective tactics to guide your strategic restructuring efforts

Run a skills audit to get the right fit



Before making changes, it's important to understand the skills and strengths already in the organisation. A skills audit maps out who's doing what and where there are gaps or overlaps. By knowing which skills are already on board, you can move people into roles that make the most of their abilities and meet the organisation's changing needs.

How to do it: Use employee surveys, performance reviews and check-ins with managers to collect skills information. Tools like org.manager and Agentnoon, make it easy to map out skillsets and pinpoint areas that need strengthening. These insights help leaders make data-based decisions on team placements and new roles. For example, as shown in the screenshot below, a Skills Gap Heat Map highlights areas of weakness.

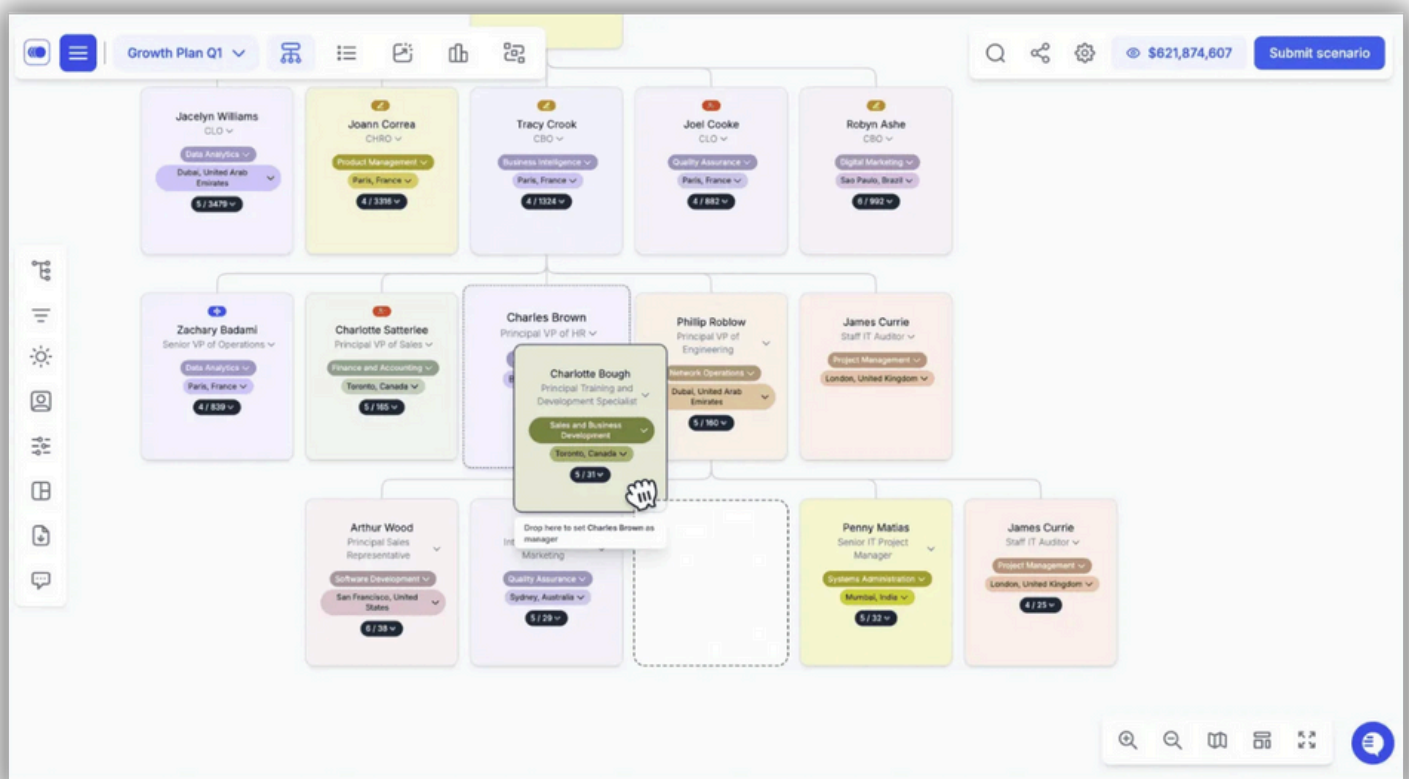


Simplify hierarchies to cut costs & eliminate duplication



Strategic restructuring often involves reducing unnecessary layers of management to cut costs and overlapping responsibilities. Simplifying hierarchies saves resources while creating clearer accountability and smoother workflow, making it easier to align effort with organisational goals.

How to do it: Identify any redundant roles or over-complicated reporting lines. Consider combining or adjusting roles to create a more horizontal, flexible structure. Here's an example from Agentnoon, showing how you can use drag-and-drop functionality to create multiple what-if scenarios and explore different organisational structures.



Facilitate real-time collaboration



Restructuring is an opportunity to bring teams together and break down silos. Sharing real-time data and visual summaries of restructuring plans allows stakeholders to collaborate in real-time, keeping all parties informed and aligned. Fast, accurate information encourages engagement and buy-in across departments.

How to do it: Tools like Agentnoon enable teams to collaborate in real time, speeding up the restructuring process and ensuring decisions are approved quickly. As shown in the screenshot below, you can invite multiple collaborators to work on the same project, ensuring everyone stays on the same page.

Plans

Welcome Olivia

Create scenario

Scenarios

All scenarios

Comments

Scenario name	Created by	Date created	Date approved	Strategy	Operating Model	Comments
Expansion plan 2023 25+ changes	Mathew Jones	Sep 22, 2023	Sep 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith
Growth plan 2024 20 changes	Mathew Jones	Sep 22, 2023	Sep 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith
Reduction plan 2023 15 changes	Phoenix Baker	Sep 22, 2023	Sep 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith
Sales plan 2023 12 changes	Phoenix Baker	Sep 22, 2023	Sep 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith
Sales growth Q4 5 changes	Rosetta Joseph	Sep 22, 2023	Sep 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith
Sales growth Q3 2 changes	Rosetta Joseph	Oct 22, 2023	Oct 22, 2023	Downsizing 2 departments in 3 locations because of cost cutting	Downsizing 2 departments in 3 locations because of cost cutting	This is a new comment added to the scenario by John Smith

Prioritise clear and open communication



Clear communication is the most important and challenging part of strategic restructuring. Managers want to know why changes are happening and how their department will be affected. Keeping employees informed throughout the process helps maintain trust and morale.

How to do it: Set up a clear communication plan that explains the purpose of restructuring and outlines the expected outcomes. Share regular updates with all levels of staff and create opportunities for questions or feedback. Regular check-ins, open meetings and clear digital updates all contribute to keeping communication open and transparent.

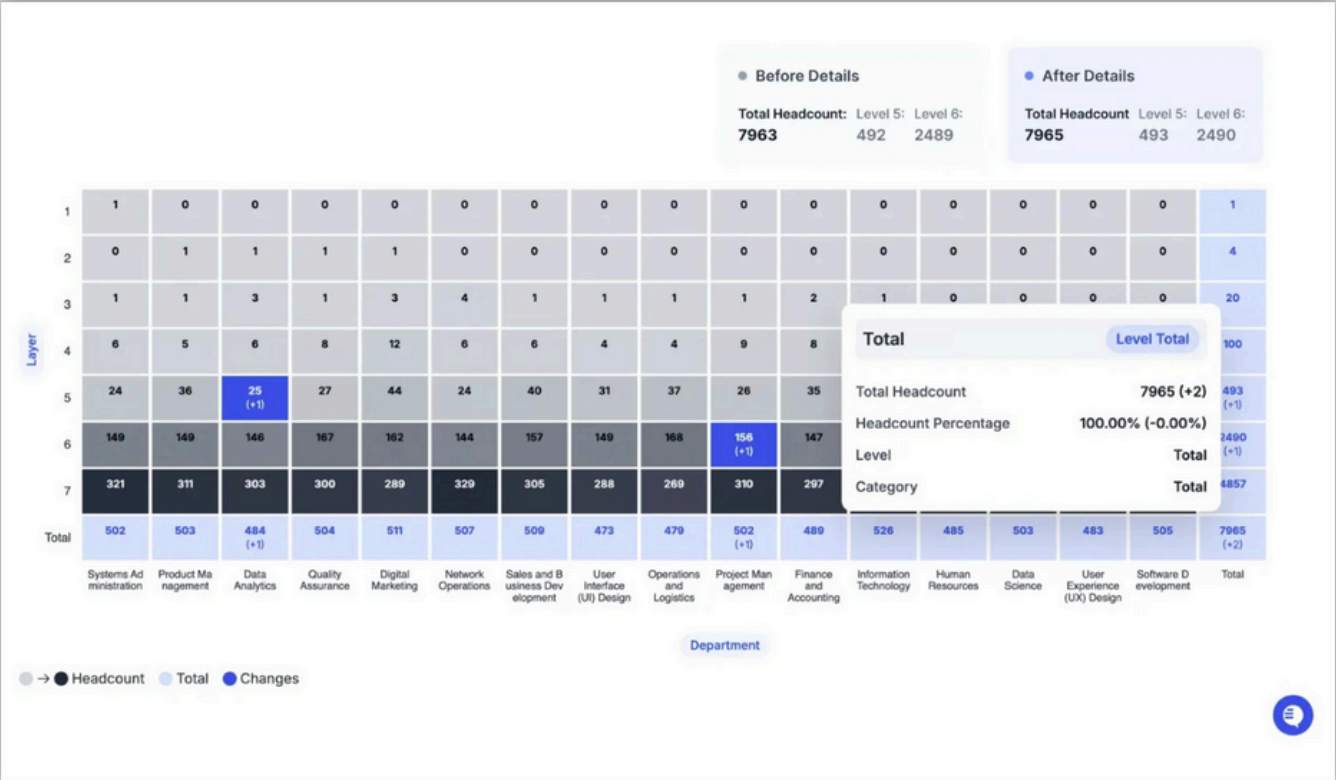


Monitor & track restructuring progress in real-time



Tracking progress ensures restructuring goals are met and adjustments can be made quickly if needed. Real-time monitoring gives leaders the insights they need to make informed decisions and stay on track.

How to do it: Tools like org.manager and Agentnoon provide reports to monitor changes and track KPIs throughout the restructuring process. By visualising progress in areas such as resource allocation, team performance and role alignment, you can quickly spot issues and refine your strategy as needed. As shown in the screenshot below, Agentnoon allows you to track changes and measure the impact of each restructuring decision in real time



Why strategic restructuring is worth the effort

Strategic restructuring is a powerful way for aligning your organisation's structure with its goals, ensuring better efficiency and adaptability. While the process can seem challenging, using the right approach and tools can make it easier by offering insights into skills, team configurations and role distributions. By using data-driven strategies, you can map out changes, model different outcomes and ensure each decision supports long-term success.

Modern org design tools eliminate painful, spreadsheet heavy late nights and 'war rooms', replacing them with fast, accurate and collaborative restructure tools. This allows strategic restructuring to become part of an ongoing HR and Senior Management function.

With thoughtful planning, clear communication and the right tools, your organisation can become more adaptable and ready to tackle future challenges.

Ready to see how Navigo can support your restructuring efforts? [Book a demo](#) and discover how you can immediately save time in your next org design project.

[Book a Demo](#)