

Information Flow

Design to facilitate the Now of information and knowledge between teams - consider what roles will link & integrate work.



Client Interaction

Design to enable clear accountability for client relationships – consider the degree and type of client interaction in roles



Decision Making

Design to enable decisionmaking – consider how the grouping of work will impact the complexity and pace of decision making



Hierarchy Value

Design so that each management level adds new or incremental accountability and / or deliverable





Resource Flexibility

Design for scalability – consider what grouping of work enables the most resource flexibility and utilization



Risk Management

Onsign to support enterprise and local risk and regulatory frameworks, ensuring appropriate segregation of duty and risk mitigation



Carper Paths

Design for succession, progression, and career pathways to support employee engagement and development



Management Spans

Design to ensure management roles have meaningful oversight and accountability

Blue-Mark consultants help organizations Focus on what really matters, Align people, processes and expectations, and implement complex change, even blue-mark ca



Organizational Design A Step By Step Approach

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