

Our Approach to Organizational Transformation

Companies often face the need to transform their organization when they want to optimize their organizational structure and achieve their strategic objectives. A well-designed organization aligns to the business strategy and enables maximum efficiency, improves productivity and fosters a better work environment for employees. Eagle Hill utilizes organizational design best practices we've observed with our broad expertise to transform our clients' organizations.

How Can You Achieve Success?

Align the organization to the objectives.

Every person in an organization, from the entry-level worker to the executive, needs to understand how their job contributes to the organization's objectives in order to maximize performance and achieve strategic objectives. By aligning the organizational and job design with the company's objectives, Eagle Hill helps our clients maximize the value of the people assets within their organization.

Apply proven concepts of organizational design.

When designing a new organization, there are many concepts to use in designing appropriate spans of control or to align the organizational structure to business processes. We help our clients understand these concepts, what they mean to their organizational design and how, if used correctly, they enable the strategic intent of the organizational change.

Draw upon the knowledge and expertise of your people.

The most successful organizational transformations leverage the experience and understanding of people at all levels within the organization. Involving a diverse mix of people in the design and implementation of the organization creates a shared perspective on the new organization and willingness to change.

Use a disciplined method.

Common organizational design options provide leaders with choices between matrix, process-focused, product-focused and other organizational structures. Using a disciplined approach, Eagle Hill works with our clients to determine the right organizational structure and then design a solution that meets their needs.

Manage as a strategic program.

Organization transformation projects succeed when leaders communicate strong sponsorship, dedicate sufficient resources, align accountability for results, and develop an effective change management approach. Eagle Hill works with our clients to develop a sponsorship and change management plan to guide the transformation and we provide hands-on support to help deliver results.

Organizational Transformation Methodology:

By establishing strategic direction early in the project, Eagle Hill's proven methodology ensures that the organization and processes support meeting the organization's objectives.



Why Eagle Hill

"Our experience with Eagle Hill was extremely valuable. The consultants quickly grasped our market conditions, organizational capabilities and our unique company culture. The work has had a lasting value, and we rely on the results almost daily."

Bill Legere

President & General Manager
KTOO