

RESTRUCTURING TO HELP MEET STRATEGIC GOALS



OVERVIEW OF THE CHALLENGE

Following a change in strategy, a client in the utility sector was committed to an organisational restructure to assure shareholders the business could reach its strategic goals.

An internal audit identified the main issue jeopardising the execution of the new strategy. This was that core functions and supporting functions of the organisation worked in silos, focusing on their specific responsibilities and interests. This resulted in slow and ineffective cross-functional processes.



HIGHLIGHTS & IMPACT

- ▶ The process boosted employee engagement and built cross-functional collaboration
- ▶ The restructuring program was implemented on time
- ▶ Following the successful implementation of the restructuring, the scope was of our engagement was extended to include an employee well-being initiative.



DIAGNOSTIC

- ▶ We audited the reliability of and then reviewed all available internal information sources
- ▶ We provided the client with a predictive model and analytical tool that quantifies flight risk for individuals. The model uses data from the company's performance management system and Learning and Development activity to identify patterns for job types, locations and timing
- ▶ The analytical tool was rolled out to people managers to help them anticipate and mitigate attrition risk. A follow-up review has demonstrated a clear correlation between regular use of the tool and individual retention numbers.



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