

Organisational Development case study

Analysis of Strengths and restructure of Design Team



Viridian HR worked with one of the largest worldwide charities supporting scientists and researchers, more specifically with their Internal Design Team in London.

Challenges

Our Client's goal was to improve their Internal Design team's performance and positioning through changes to their workflows and corresponding team structure without losing any of the team members throughout these changes. They also wanted to enable the team to increase their headcount to cater for an imminent 30% increase in workload due to a new contract starting soon. We worked alongside a Consultant specialised in Design Workflow to advise and restructure the team.

What we did

To understand the current strengths of individuals on the team, we created a skills matrix for each role and assessed individuals' skills against the matrix.

For future suggested roles, we carried out a skills gap analysis and reviewed interviews of team members, key stakeholders and management (similar to a 360 feedback assessment of the team and individuals) and submitted development recommendations for each team member to move on to their respective new roles and support the new structure.

The team was kept informed throughout the project and their input was taken into account.

To implement the changes, our Consultant also advised on employee relations implications to avoid legal challenge.

Results

- Highlighted strengths of team members and best fit to successfully move on to a more productive team structure without any job losses
- The new team structure was implemented
- The team stayed engaged and on board with the changes