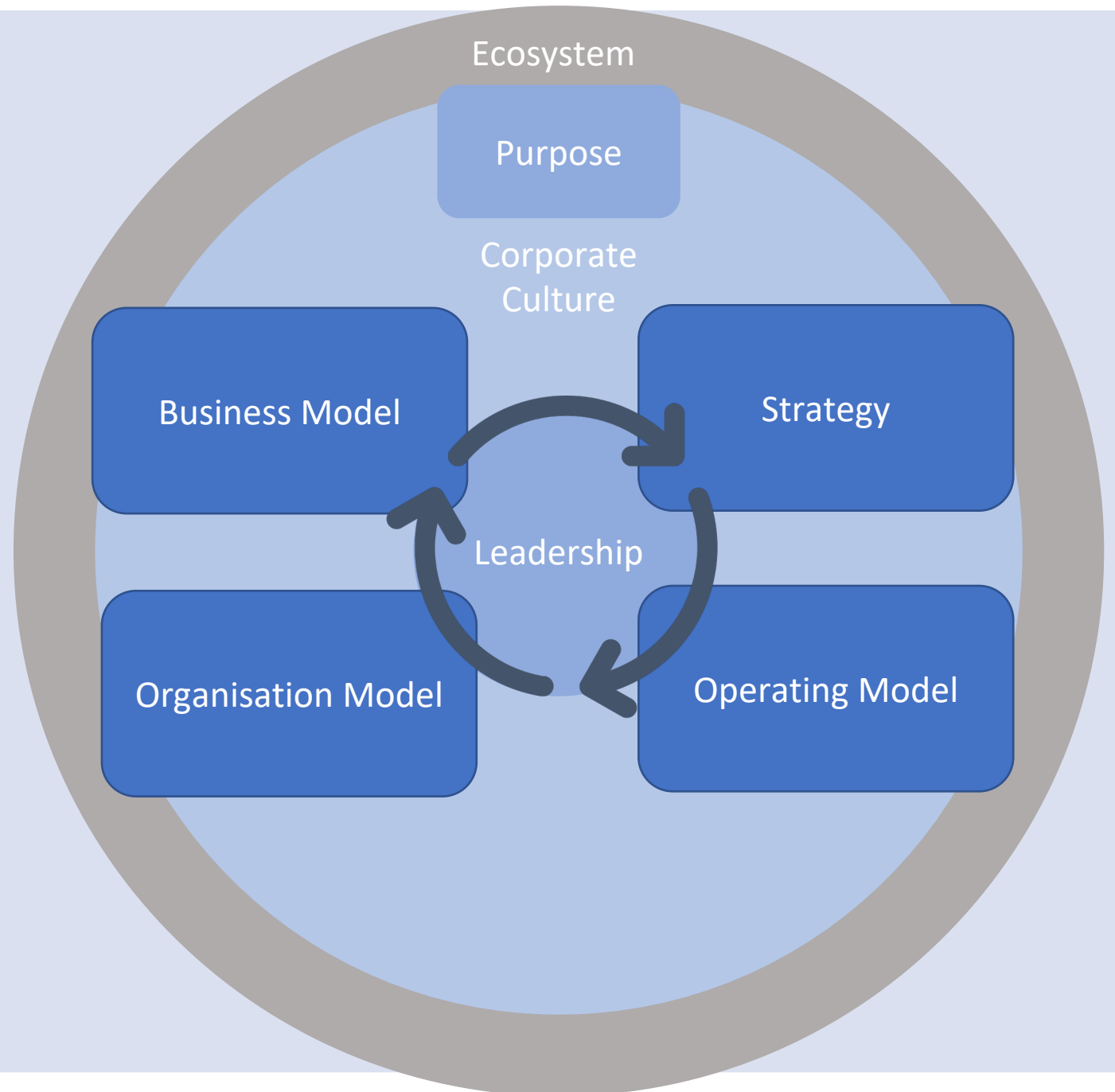


ORGANISATION EVOLUTION FRAMEWORK

A Visual Map displaying all the Organisation Design Building Blocks



Version 2.0

Released on July 20th, 2020



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<https://sergiocaredda.eu>

1

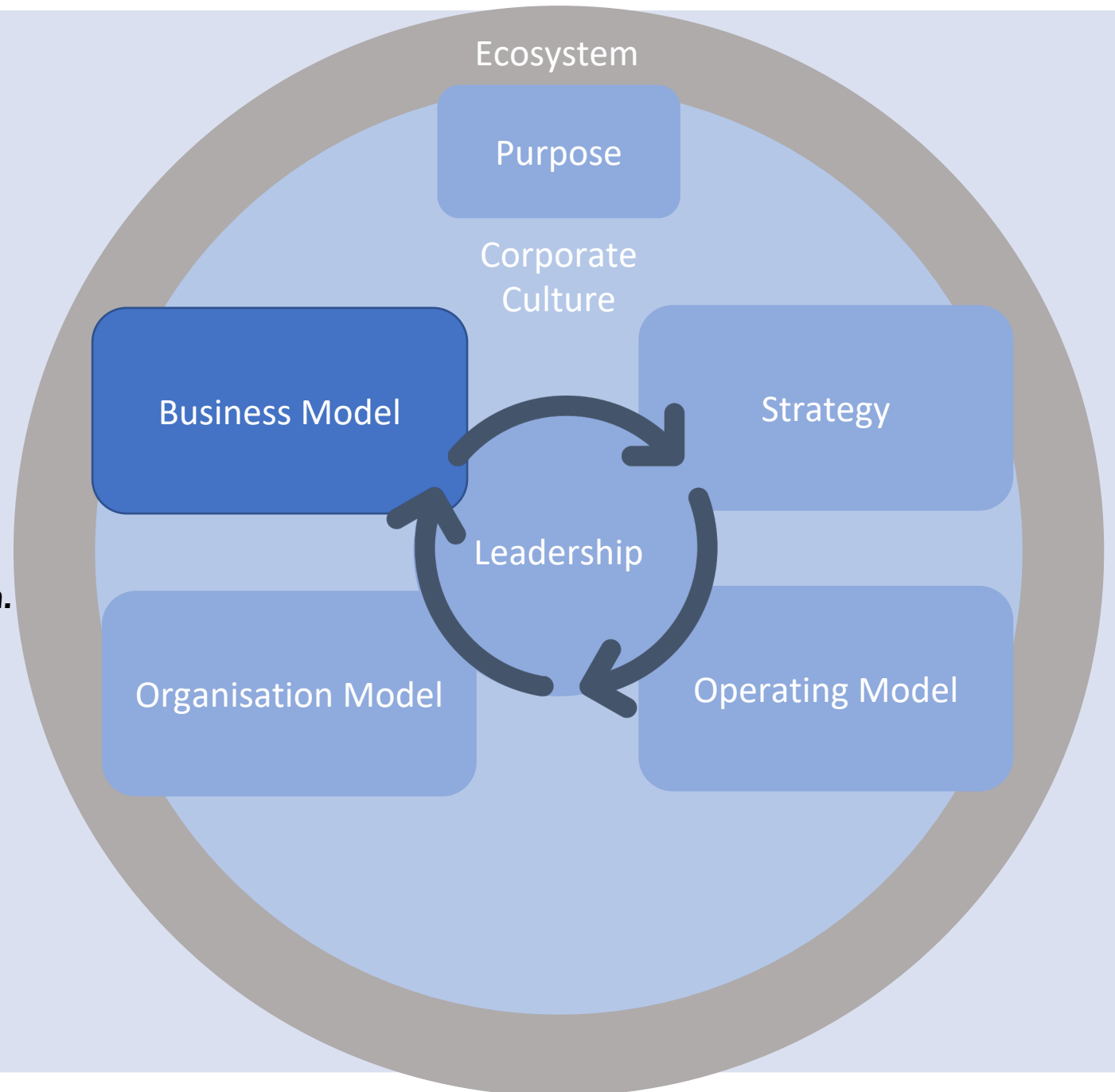
BUSINESS MODEL

Definition:

What you are offering, how and to whom.

Critical Element:

VALUE PROPOSITION



2

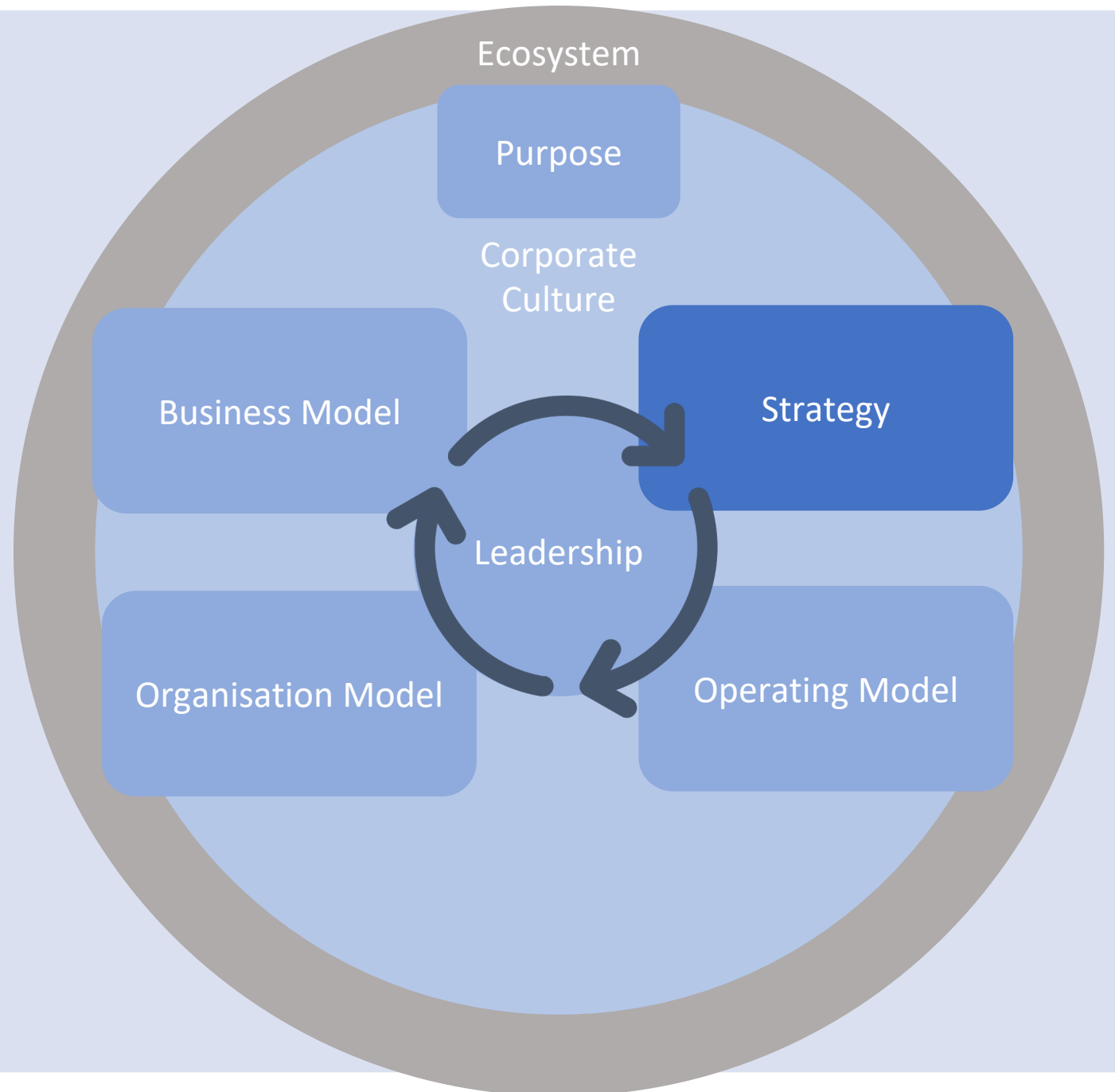
STRATEGY

Definition:

Direction and Scope over the next period of time to activate the business model.

Critical Element:

STRATEGIC CHOICES



3

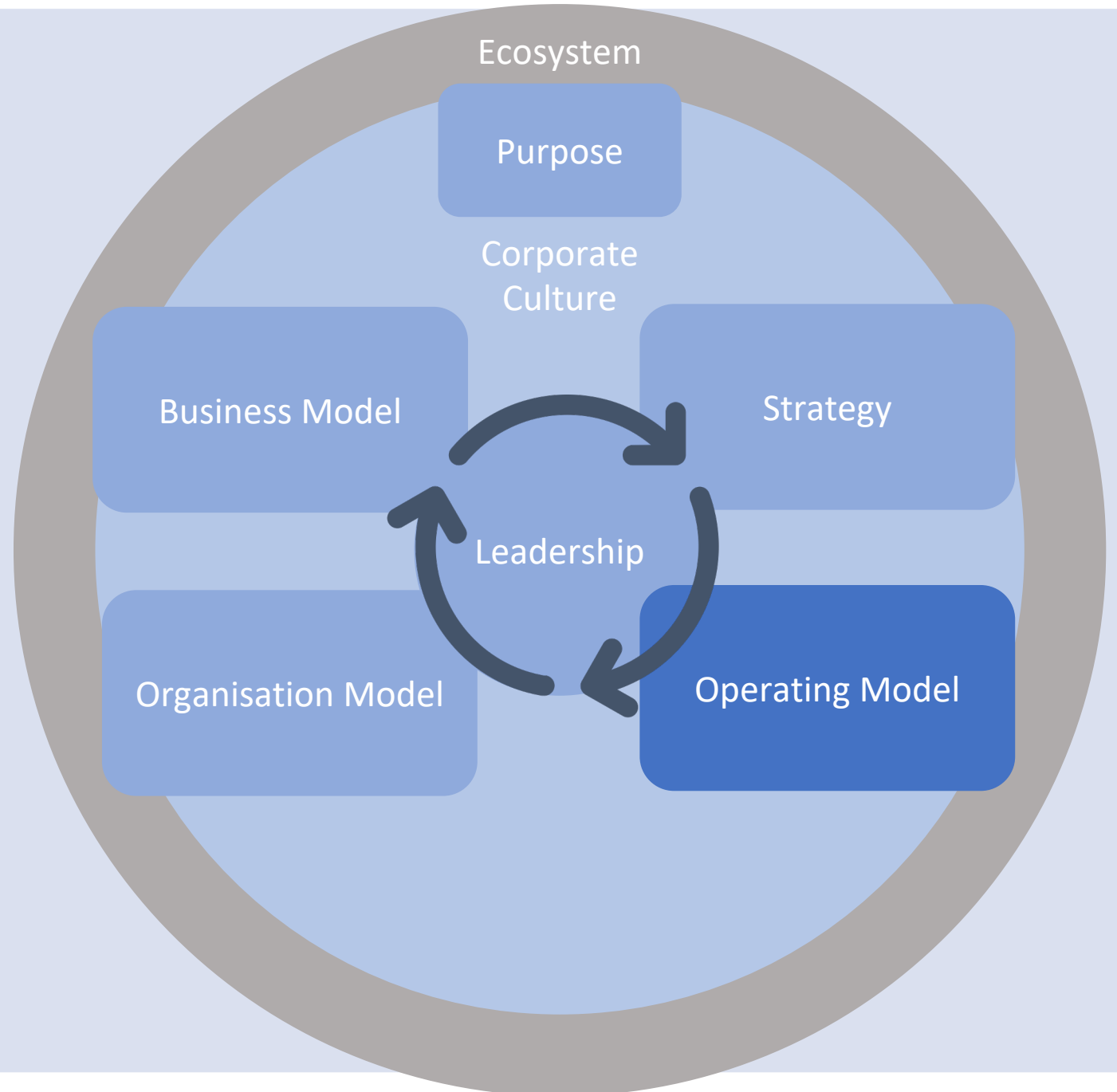
OPERATING MODEL

Definition:

The collection of tactical components (Systems, Processes, People, Technology) to deliver the Strategy.

Critical Element:

VALUE DELIVERY CHAIN



4

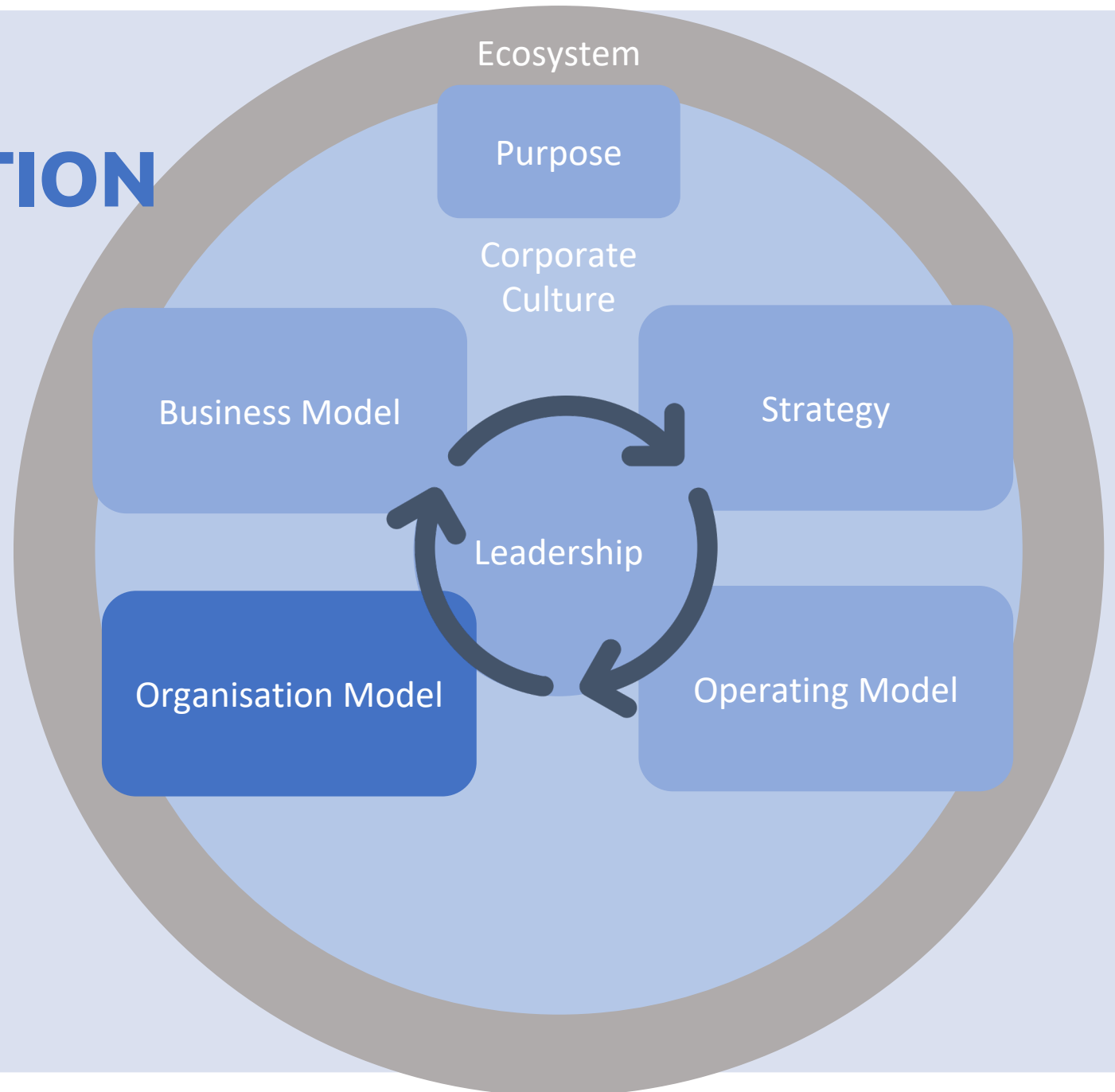
ORGANISATION MODEL

Definition:

Work that is done across the Operating Model to ensure the Strategic targets are achieved.

Critical Element:

DEFINITION OF WORK



5

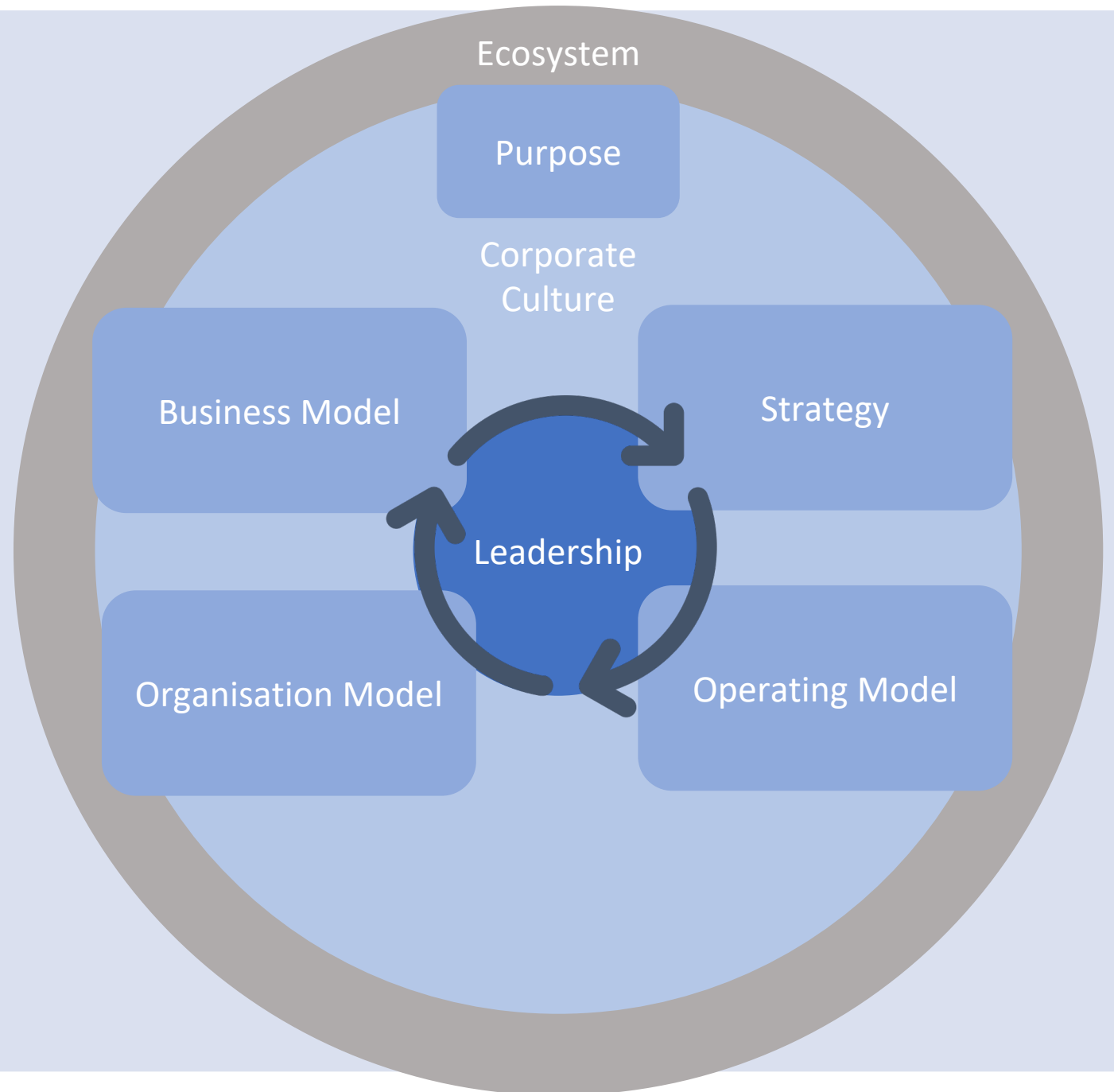
LEADERSHIP

Definition:

Approach that constantly evolves all the organisation building blocks, driving strategy execution through the people.

Critical Element:

INTENTIONAL DESIGN



6

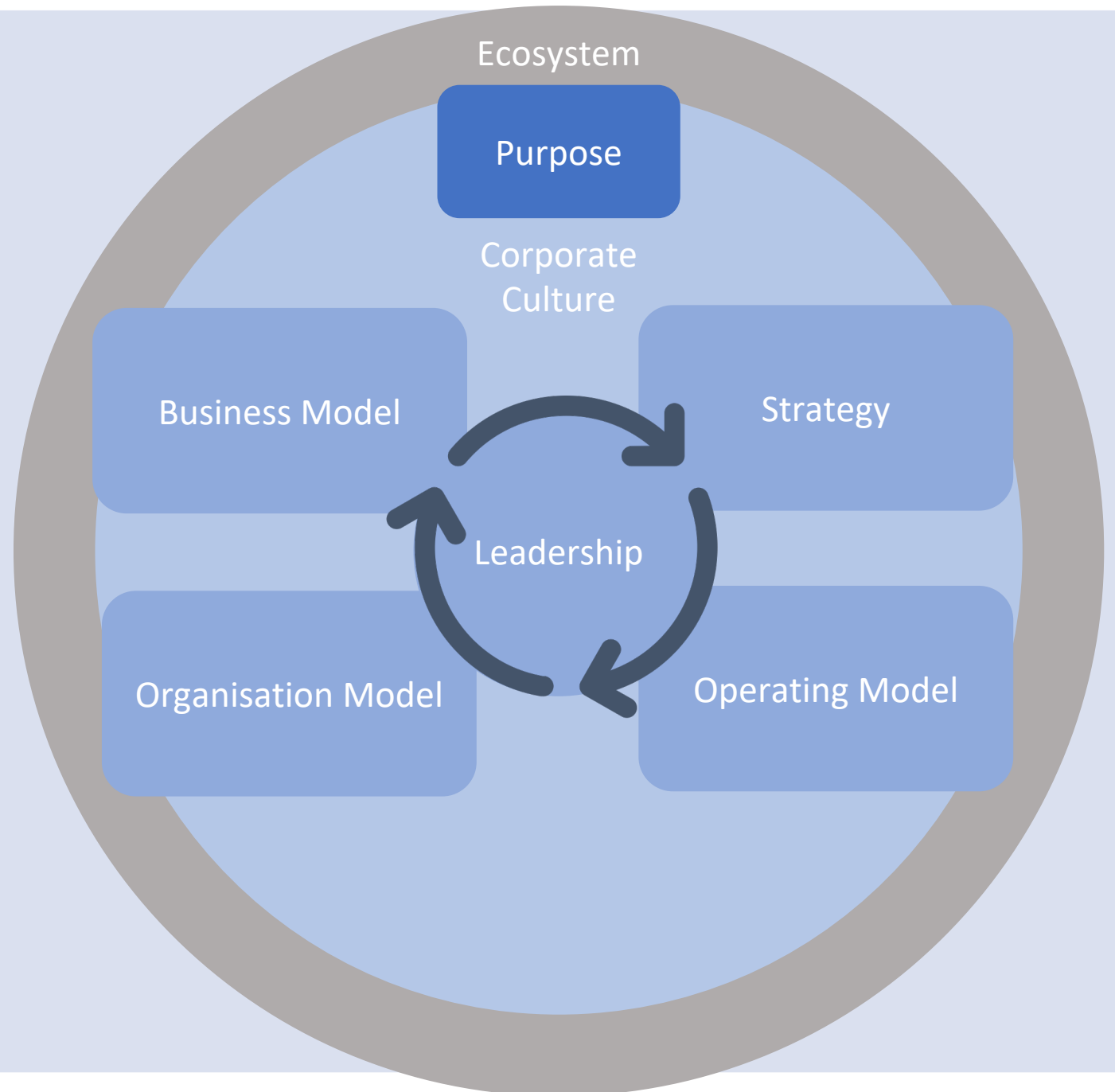
PURPOSE

Definition:

Driving force, fuel, bond that pulls the organisation together to pursue meaningful interactions with the outside world.

Critical Element:

DEFINITION OF VALUE



7

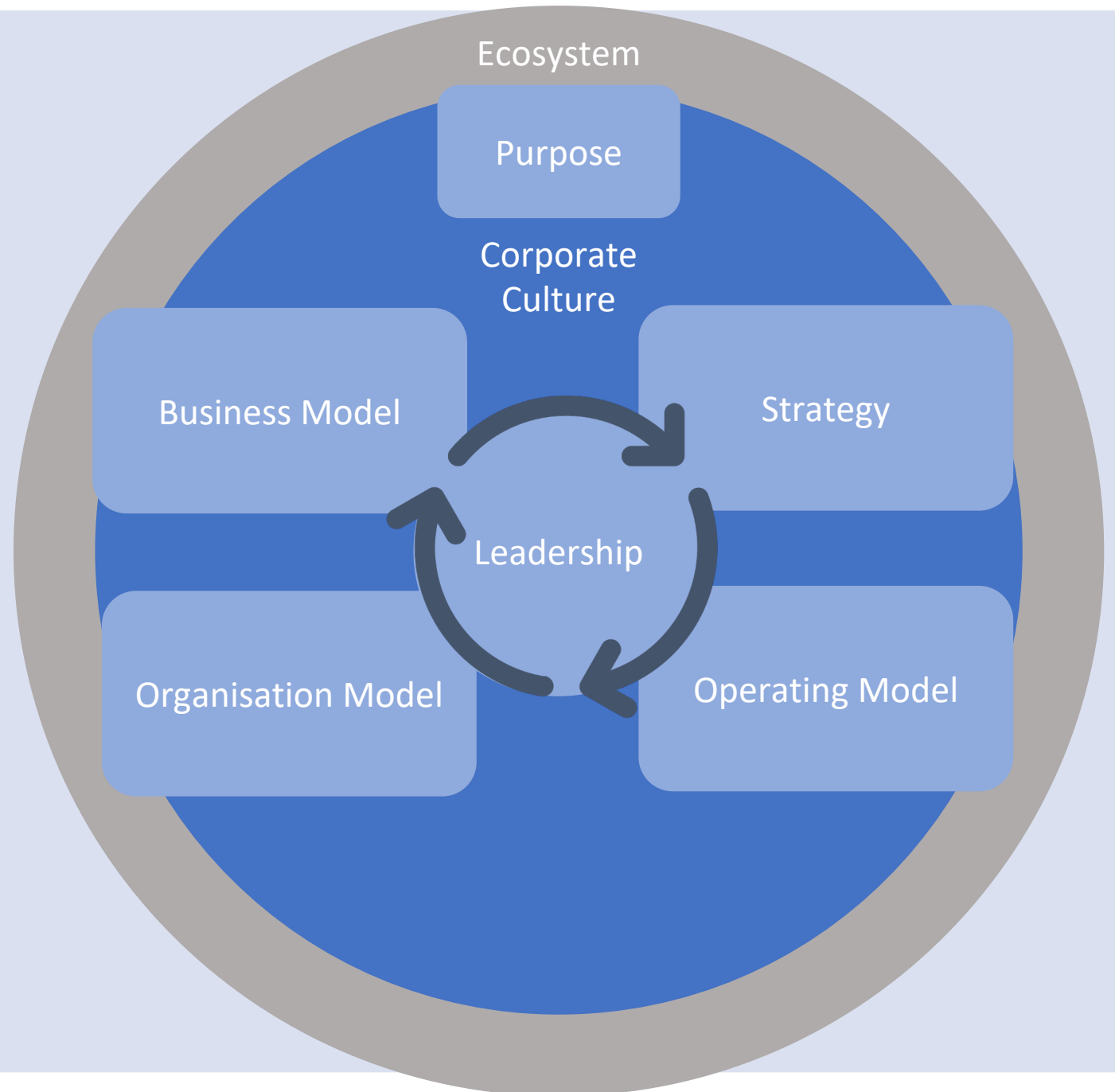
CORPORATE CULTURE

Definition:

Patterns and implicit agreements that determine how the organisation operates.

Fattore Critico:

CONSISTENCY



8

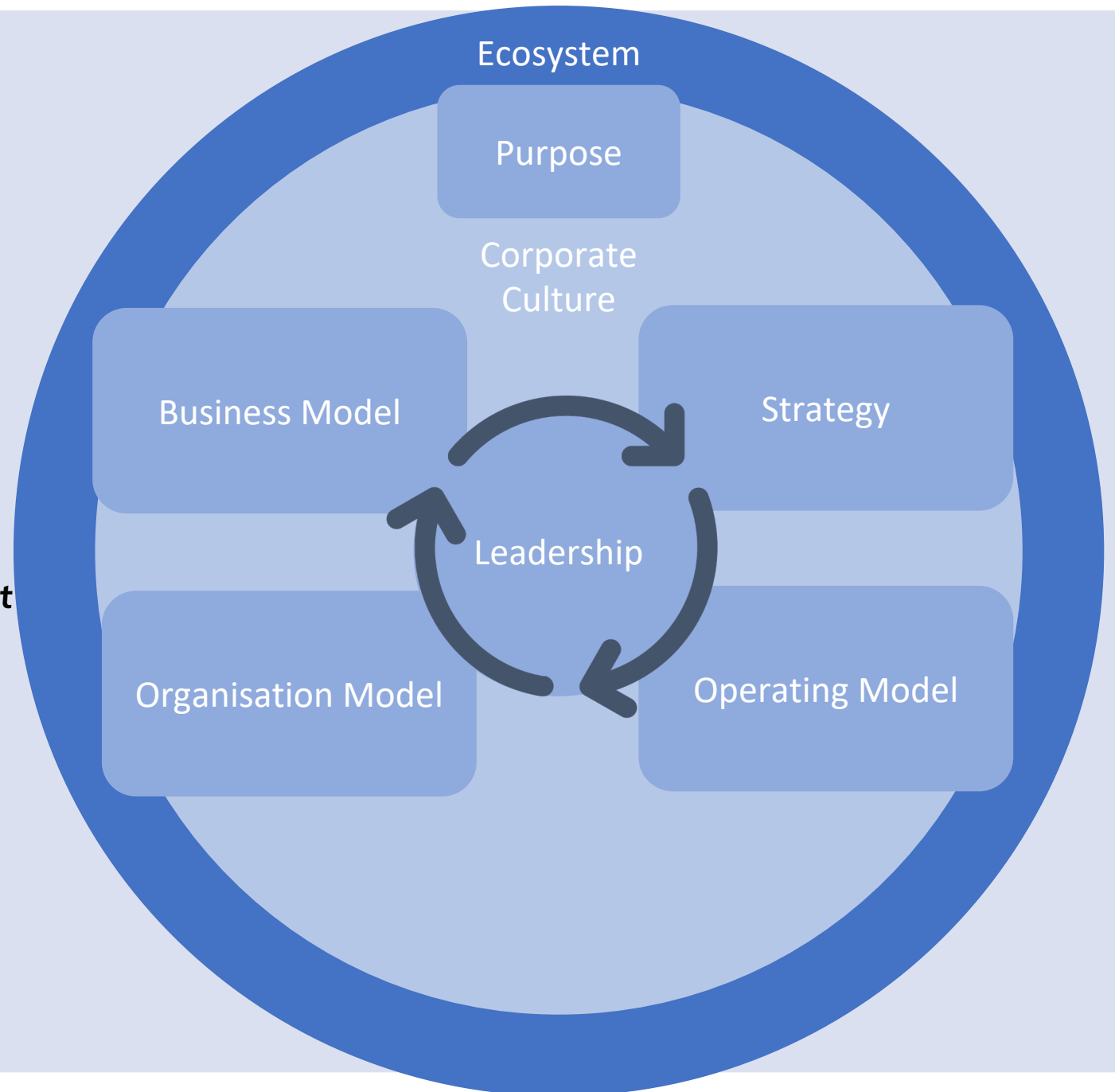
ECOSYSTEM

Definition:

The network of external relationships that the organisations lives in.

Critical Elements:

SUSTAINABILITY





Sergio Caredda

Knowmad | Putting Human back in HR |
Digital Transformation Lead @ VF Corp...



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