



Organisationer som möjliggörare för mål och strategier

ITARC – Hållbarhet och motståndskraft

Cordial 

THE BUSINESS TRANSFORMATION COMPANY



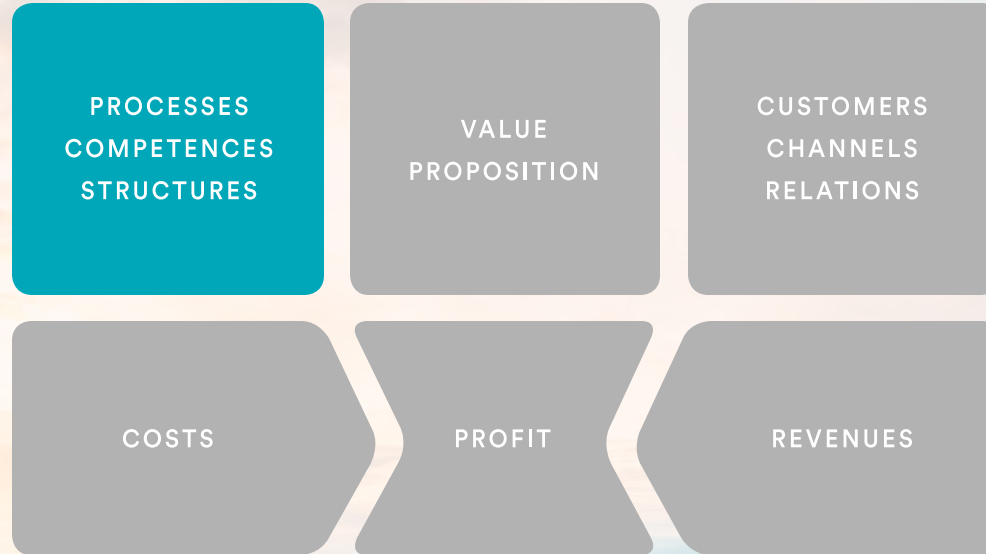
Karin Andersson

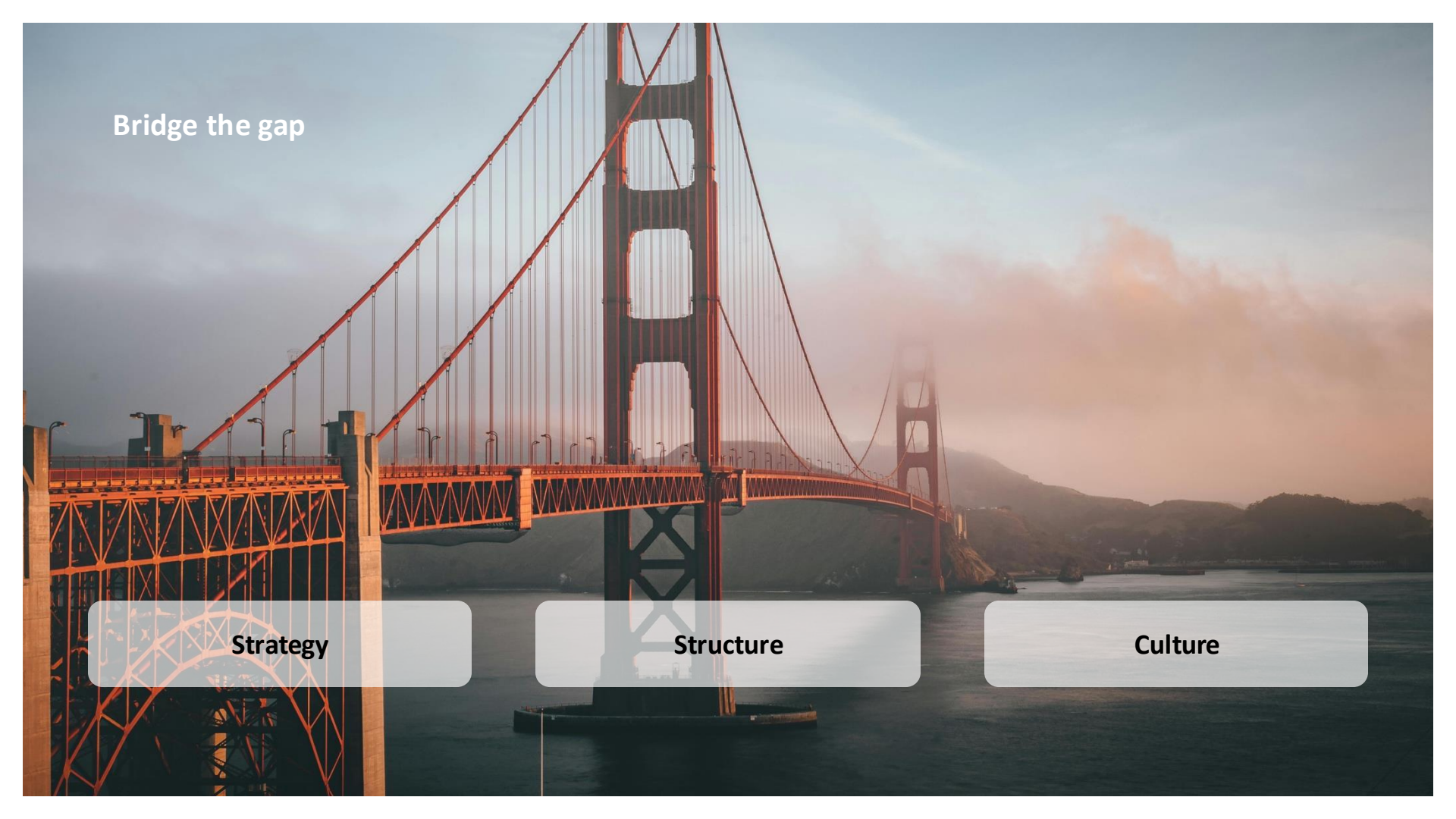
Advisor and head of Organisation transformation

Agenda

- **The organisation as a part of the business**
- How to design the organisation architecture
- What makes an organisation resilient

How value is delivered



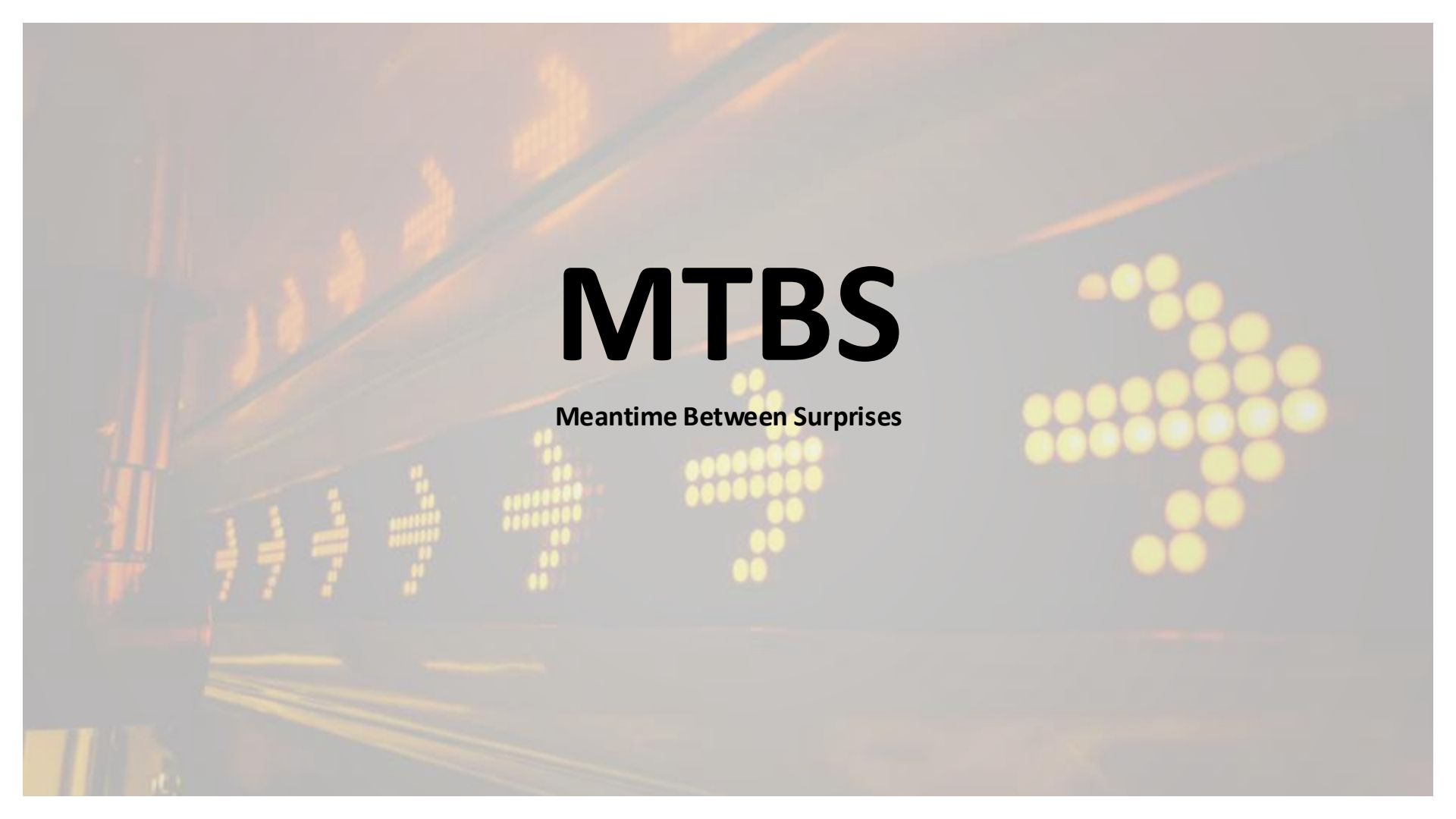
A photograph of the Golden Gate Bridge in San Francisco, taken from a low angle looking up at the bridge's towers and suspension cables. The bridge is illuminated by warm, golden light from the setting or rising sun, which is visible as a bright glow behind the clouds on the right side of the frame. The water below is dark and calm, reflecting the bridge's structure. The sky is a mix of soft blues and oranges from the sunset.

Bridge the gap

Strategy

Structure

Culture

The background of the slide is a blurred photograph of a train at night. The train is moving from left to right, creating horizontal motion blur. The train's body is dark, but it is covered with numerous bright yellow lights that appear as streaks and clusters. The lights are arranged in patterns that suggest the shape of the train's windows and doors. The overall color palette is dominated by the warm yellow of the lights and the cool, muted tones of the blurred background.

MTBS

Meantime Between Surprises

Shifting mindsets

FROM



Profit



Hierarchies



Controlling



Planning



Privacy

TO



Purpose



Networks



Empowering



Experimentation

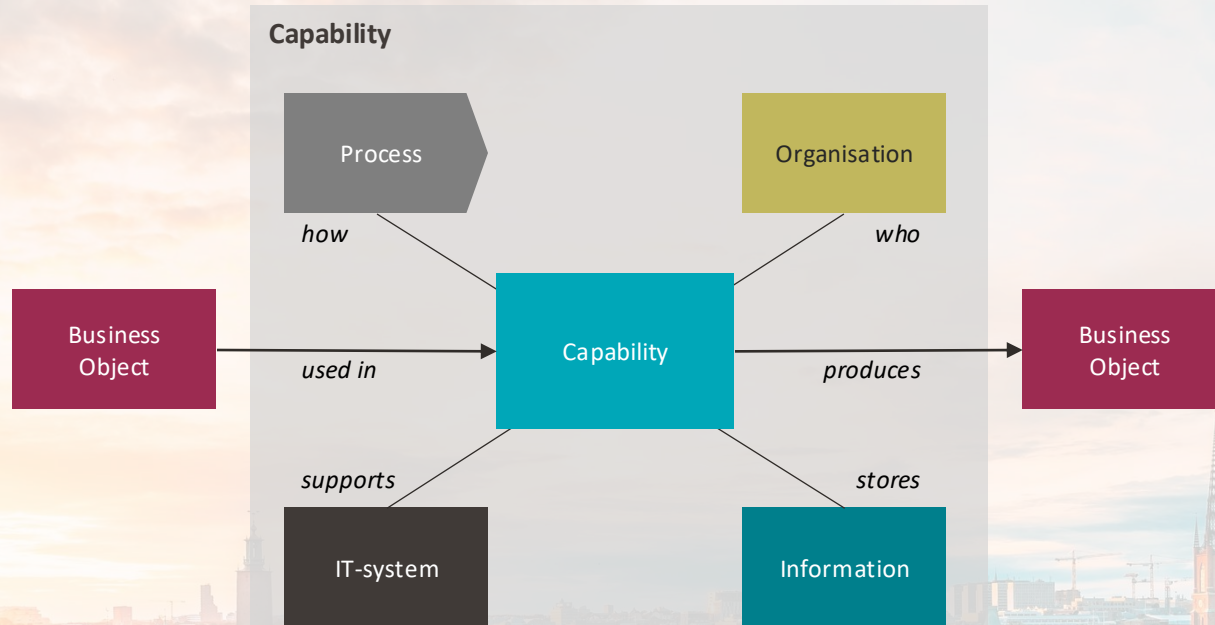


Transparency

Agenda

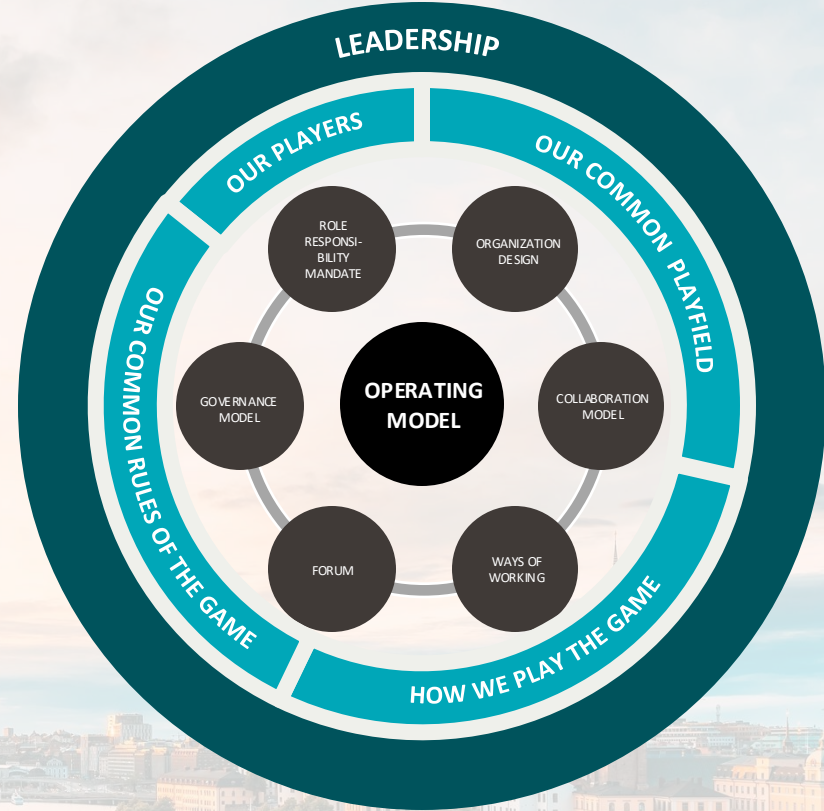
- The organisation as a part of the business
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Organisation as a part of the capability

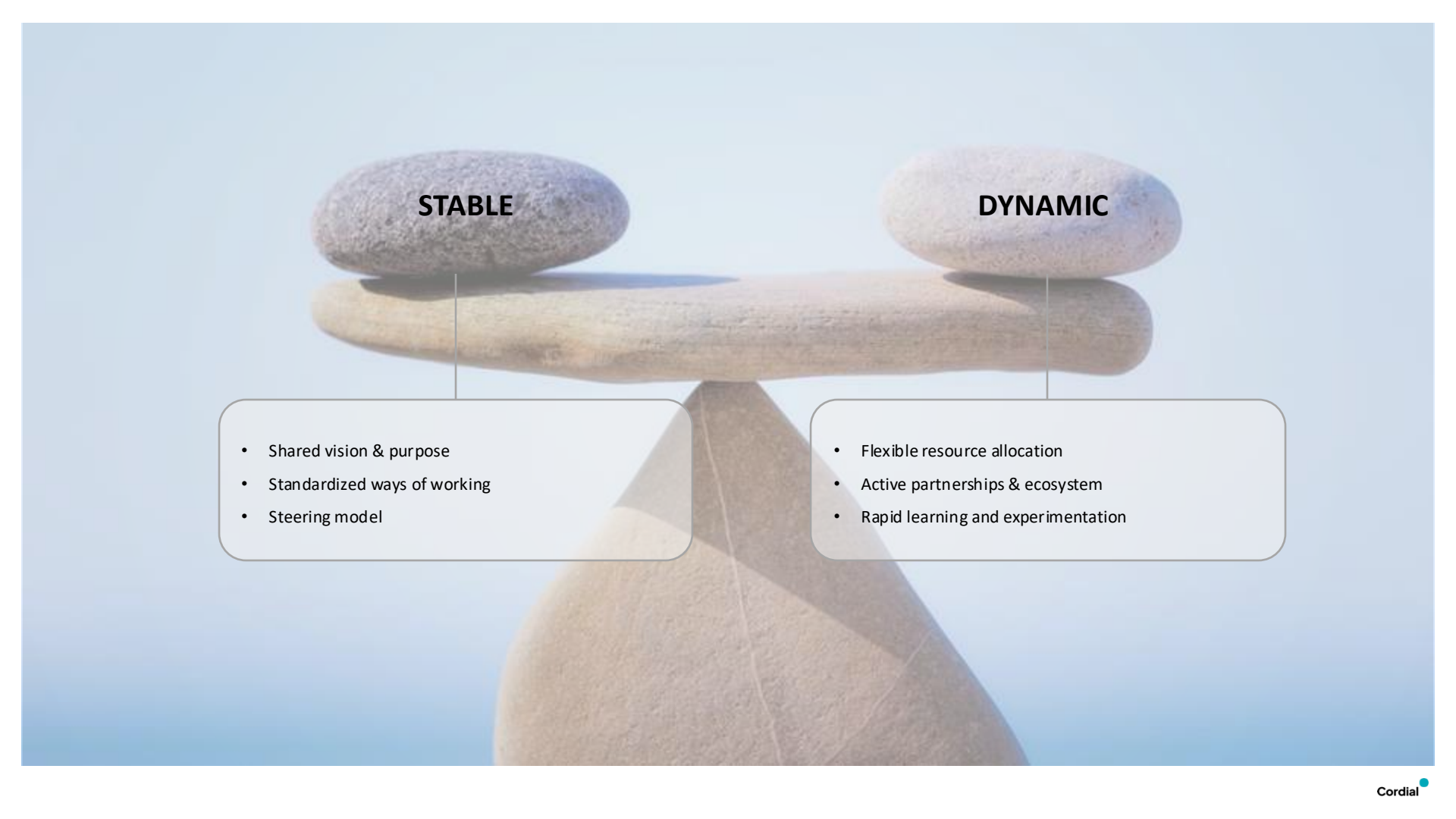


Cordial's Operating Model

- ▶ The operating model is an **enabler for realizing the business strategy**
- ▶ The operating model **comes to life through leadership**— how we navigate and coach our coworkers and how we optimize and distribute our common resources
- ▶ The operating model is also **management's tool** for designing, leading, governing and monitoring the business







STABLE

- Shared vision & purpose
- Standardized ways of working
- Steering model

DYNAMIC

- Flexible resource allocation
- Active partnerships & ecosystem
- Rapid learning and experimentation

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- **What makes an organisation resilient**

Resilient organization designs



1 Resilient organisation designs

Enabling dynamic structures

- Stability bringing safety and continuity for long term commitment
- Dynamic enabling rapid resource allocation and employee growth





Case 1

1

Resilient organisation designs

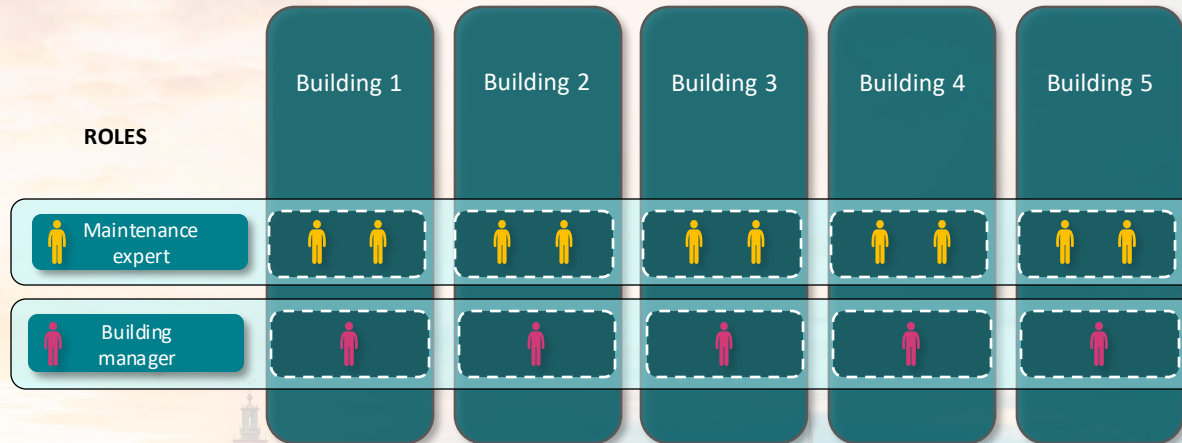
Enabling dynamic
structures

- ▶ A design enabling a dynamic mission
- ▶ Decoupling organizational belonging with the business priorities for success



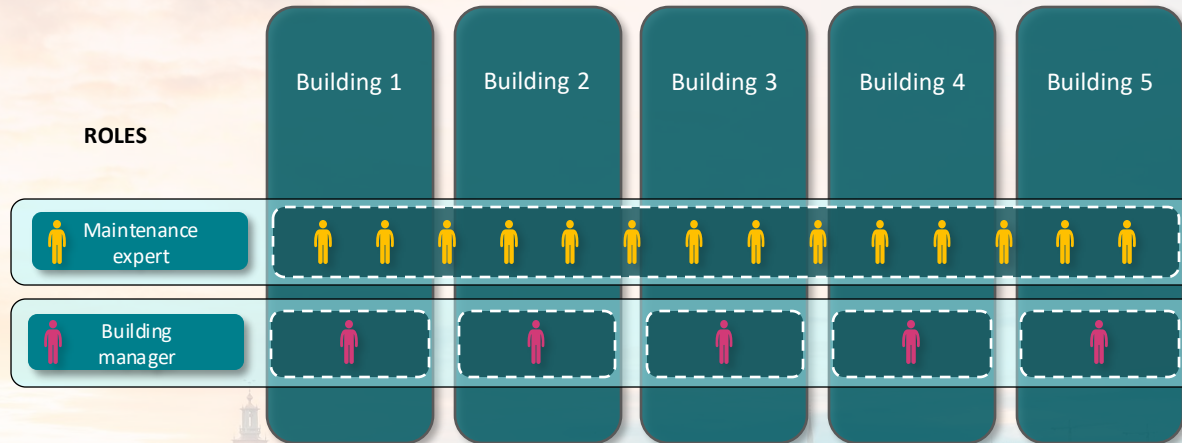
Case 1 – a design enabling a dynamic mission

From fixed teams in the execution to...



Case 1 – a design enabling a dynamic mission

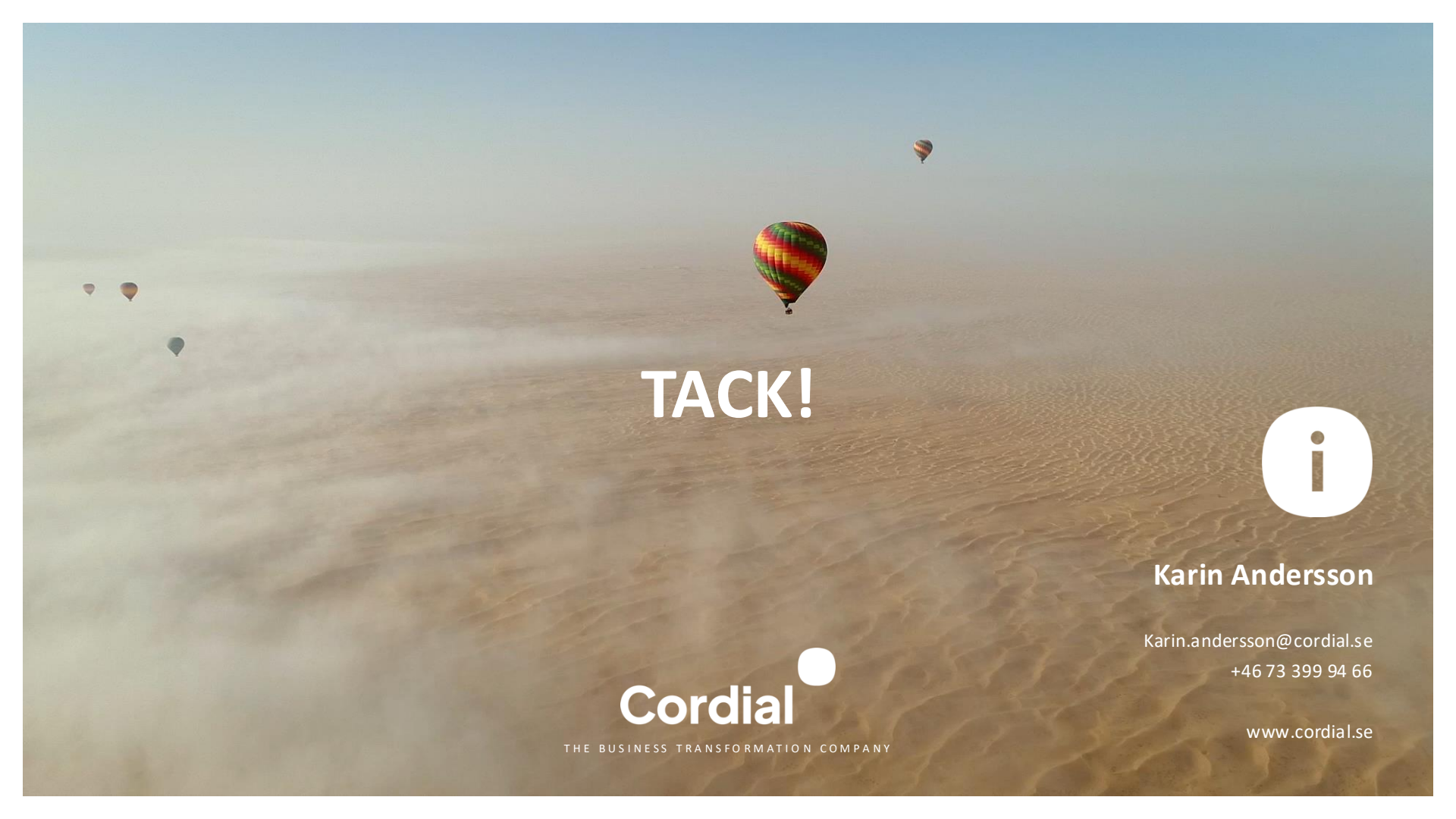
... dynamic staffing in line with business priorities





Framtiden kommer av sig själv
– framgång skapar vi själva!





TACK!



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