



# ORGANIZATIONAL ALIGNMENT

## The Link Between Strategy And Results

Business strategy sets the context for organization structure and the allocation and control of corporate resources. Organizational structure and role alignment must serve the purpose of strategy and mission.

While executives are diligent in revising their strategic plans annually, too often they fail to follow up by ensuring requisite alignment of structure, roles, reporting relationships, and capital allocation. Misallocation of resources and ineffective strategy implementation can usually be linked back to inappropriate organizational design and ineffective managerial accountability systems.

This chart illustrates the general steps required to identify an appropriate functional structure to serve the business strategy based on the general dictum that 'structure follows strategy.'

### **T.S.P.G.'s Organizational Alignment Process**

#### **Building Effectiveness Through Strategy and Structure**

