

## The major and important activities that need to be done in order to be able to start an effective Organizational Design.

Organizational design is as much an art as it is a science, and The scope of organization design usually involves some organization considering the responsibility for the top management and the top management who have only the right for making a design but many organizations consider that the collaboration between all the levels in organization is an essential factor that leads to organization success and achieve strategies in the long term.

There is some things that should follow when shape the organization design,including:

### 1. Focus on the effect of change on the organization by evaluate the change through some factors,These factors include:

- **Strategy:** if an organization's strategy is based on innovation the hierarchical structure may not achieve this strategy, but if the strategy of organization is based on low cost against high volume the rigid structure with more control may be the best structure to achieve this strategy.
- **Size:** if the small organization creates too many specialization teams this leads to paraliza the organization, but specialization in a large organization can benefit from economies of scale (highly productivity in minimal costs).
- **Environment:** if the environment is unstable and unpredictable the organization needs to be able to adapt to this environment, the hierarchical structure is still able to protect the organization from turbulence.
- **Controls:** some activities need to be more controlled than the others are more effective because it is able to deal with difficulties and different conditions.
- **Incentives:** Incentives should be focused on in all organizations' designs; because if there's no reward system, this system should be able to create contributions for the customers against incentives to motivate customers to do tasks more efficiently and accurately.

2. **create collaborative plan:** This plan will enable the organization to get the satisfaction from the others in the organization, and align the purpose for both managers and employees, by making surveys, internal audits and collaborative process reviews.

3. **Communication and provide support(culture):**The organization is not only changing it by employees' work,the organization should support their employees ,and communication between them is important because the organization ensures that the information flows smoothly with all levels that help to prevent misunderstanding,and improve coordination.

<https://www.mindtools.com/aiydadc/organization-design>

4. **Clear goals and objectives:**The organization design must be able to align with the goals and objectives to achieve them effectively.

5. **Clear roles and responsibilities(specialization):** Each individual has a role and responsibility,and doing roles should be in a collaborative way,responsibilities ensure accountability to do work effectively.

6. **Division of labor:**Divide departments based on organization functions,This division makes specialization.

7. **Knowledge and competences:**The responsibilities should be allocated based on their employee knowledge and competences advantage,this means the CEO is not involved in every decision especially the decisions are related with a person's knowledge.

8. **The principle of innovation and adaptation** emphasizes the need for organizational structures to be flexible and responsive to a dynamic environment. The key test lies in whether the design facilitates the development of new strategies and allows for adaptation to unforeseen changes.

<https://www.quora.com/What-are-the-basic-things-required-for-good-organization-design>

<https://www.aihr.com/blog/organizational-design/>

An effective organizational design is a strategic process requiring careful consideration of various factors. While top management plays a crucial role, successful implementation hinges on collaboration across all levels,by following these steps and fostering a collaborative environment, you can establish an organizational design that effectively supports your organization's long-term success.