The capabilities of an organization should be optimally aligned with its overall strategy and the resources and structure required to achieve its present and future objectives.

**Capabilities**

Capabilities represent the organizations core competencies and determine the operational and innovative prowess, needed for sustained performance and growth. They mirror the competencies and skills of the individuals within the organization as well as the resources and structure required to achieve all business objectives.

**Organization**

In a successful organization the interdependency between the capabilities, the available resources and information technology need to be fully adapted to each other. This organizational structure maximizes the effectiveness to ensure the achievement of desired results, raising the chances of success considerably.

**Challenges**

- Awareness of the organizations capabilities and the structural support needed to fulfill it’s potential.
- Challenges with evolving organizational culture to adapt to new social and economic developments.
- Evaluating leadership performance and hierarchical structures
- Finding, developing and applying human talent to its strength to make an impact.
- Difficulty connecting with customers and build trusted relationships.

**Deliverables**

The results of our assessments will contain the following conclusions

- Clarity on the organization in form of a matrix
- Documentation of is and should situations with Enterprise Architecture methods
- The potentials and limitations of these capabilities present in relation to the organizational goals
- Identify the additional capabilities needed to achieve the set objectives and recognize those that are no longer relevant to attain the organizational goals
- Formulate concepts on how to successfully incorporate the capabilities into an organizational structure that strengthens creativity, efficiency and generate high quality outcomes. Choosing the fitting organizational structure.

**Benefits**

- Increased productivity and innovation capability in the organization
- Heightened self awareness of organizational potential and limitations
- Basis for reorganization to promote growth and foster positive changes
- Higher efficiency and improved collaboration amongst organizational teams and business units resulting in more output.
- Full Clarity on the organizational capabilities heading into the future

**How we contribute**

- All necessary roles from a single source, such as enterprise architects, process manager, analysts or business developers
- Practical tips within the challenges fields
- Deep dive into policies requirements, process mapping and change management
- Overview about business and strategic planning
- Involvement of experts for the advising on matching technologies
- Deliver process knowledge & methods as well as the right approaches & frameworks such as TOGAF
- Introduction to the common KPI instruments and monitoring tools
- Inclusion of a Trend & Technology Radar that gives a cross-industry & panoramic view of trends in your business environment

**Approach**

First and foremost our approach is to gain clarity on the organization capabilities and evaluate the organizational structure. To achieve this the following steps:

1. **Capabilities Analysis**
   Assess the capabilities that are currently available in your organization and create an comprehensive overview

2. **Match Organizational Goals**
   Compare the existing capabilities with those required to achieve the set goals and objectives. Identify gaps and areas of improvement in your organizational structure

3. **Identify needed Capabilities**
   Identify the capabilities needed to fill the gaps and define the corresponding focus areas. Hiring or training new personnel as well as acquire new infrastructure and equipment

4. **Establish Focus Areas**
   Establish the criteria and set priorities to formulate the focus areas to implement change

5. **Reorganization Planning**
   Formulate a plan with the necessary steps and measures to implement the defined objectives to improve and adjust the organizational capabilities

6. **Implementing Measures**
   Develop an action plan to roll out and implement the planned measures for reorganization.

**Assessment**

The client receives an in-depth assessment and an objective analysis of his current organizational capabilities across the value chain. The identification of pain points and areas of improvement that hinder the organization from reaching its full potential.

**Measures**

Enterprise architecture methods, such as strategic road mapping and business capability models help to align and structure the organization, the capabilities and the IT to generate the best value for the business.

**Contact**

Roland Erzer
Senior Consultant
roland.erzer@elca.ch
Tel 079 277 56 78

https://www.elca.ch/de/advisory