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### **Levers Of Organization Design**

Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

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responsibilities throughout the firm--has a direct impact on the performance of every employee.

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Robert Simons argues that by viewing design as a powerful and proactive

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s b o s t o n , m a s s a c h u s e t t s

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Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

## **Levers of organization design : how**

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## **managers use ...**

A holistic view of organization design would encompass numerous components: structural elements, roles and responsibilities, individual talent, and enabling mechanisms such as core enterprise decision-making processes, performance management, and talent management.

## **A New Approach to Organization Design**

The point is to put transformational levers IN YOUR PLAN, right alongside “select moving company.” You want to get all the arrows to point in the same direction at the right time. Most of these transformational levers can be used to get you through the change, and they can also be used on the other side of the change to sustain it.

## **8 Transformational Levers for BIG Organizational Change**

Organizational design is a step-by-step methodology which identifies

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dysfunctional aspects of work flow, procedures, structures and systems, realigns them to fit current business realities/goals and then develops plans to implement the new changes. The process focuses on improving both the technical and people side of the business.

## **What is Organizational Design?**

Levers of Organization Design presents a new design theory based on four key yet often underrated categories: customer definition, critical performance variables, creative tension, and commitment to mission.

## **Amazon.com: Levers Of Organization Design: How Managers**

...

|a Tensions of organization design --  
Aligning span of attention -- Unit  
structure -- Diagnostic control systems --  
Interactive networks -- Shared  
responsibilities -- Adjusting the levers :  
three examples -- Designing

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organizations for performance.

## **Staff View: Levers of organization design**

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## **How Managers use ...**

Levers of Organization Design How Managers Use Accountability Systems For Greater Performance And Commitment The design of an organization—the accountability system that defines roles, rights, and responsibilities throughout the firm—has a direct impact on the performance of every employee.

## **Robert Simons - Faculty - Harvard Business School**

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