



Organization & Governance Alignment Review

Structure Under Strategy

Purpose

This engagement supports boards and sponsors in assessing whether the organisation's structure, roles, and governance mechanisms remain aligned with strategy, scale, and complexity.

It is typically engaged when growth, diversification, or transition has created decision drag, accountability dilution, or governance stress.

Advisory Approach

The review treats organisation design as a governance instrument, not an HR construct. The focus is on:

- Role clarity, spans, and layers that shape decision quality
- Where accountability is diffused, overloaded, or unclear
- How decision rights function in practice versus on paper
- Structural choices that compensate for — or weaken — judgement

The intent is not redesign, but decision clarity on what structurally matters.

What Clients Typically Gain

- Clear identification of where structure is creating risk or drag
 - Governance gaps that quietly undermine leadership effectiveness
 - Explicit trade-offs between speed, control, and resilience
 - Decision-grade options on what to correct, protect, or leave unchanged
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What This Engagement Is / Is Not

This Engagement is :	This Engagement is not :
<ul style="list-style-type: none">• Diagnostic and Judgement-led.• Focused on Consequence and Long-term health• Appropriate for board and sponsor oversight	<ul style="list-style-type: none">• A Reorganisation Exercise.• A Change Management Program• An HR Process Review

Most effective when strategic direction is clear and execution strain is emerging.