



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

Organization Design

TOP Solutions works with our clients to help them think differently about organization design, for today and the future—driven by what will deliver the greatest value and efficiency while delivering effective outcomes and sustainable competitive advantage. Our approach optimizes for both business outcomes and human engagement.

A&M's work in Organization Design focuses on enabling performance and business strategy, building an organization's potential to continuously adapt to how work is changing.

A&M centers tasks, roles, and teams around business outcomes and people performance—optimized to maximize the value of both human and technology investments, and ensuring teams and functions are efficient and fit-for-purpose.

We collaborate with clients to create organizations that maximize business performance and drive results, aligning architecture and leadership with capabilities, talent, and competencies, driving three essential outcomes:

- **Strategic Translation:** Bringing operating, model strategic performance requirements, and value drivers to life at the individual job and role level—articulating what changes and why to drive immediate results
- **Employee Excellence:** Using architecture and technology to optimize jobs, skills development, and careers—boosting employee engagement and organizational productivity
- **Operational Agility:** Optimizing expertise and integrating automation, AI, and technology to enhance critical work delivery—streamlining decision-making, demonstrating innovation, and delivering improved organizational efficiency

How A&M Delivers Outcomes

A&M works hand-in-hand with clients to design organizations and job and role taxonomies, drive value and efficiency, and maximize business adoption and value realization during pivotal moments:



Financial Restructuring

Cost reduction, refinancing, restructuring, and crisis management



Strategic Transactions

Mergers, acquisitions, liquidity events, and strategic pivots



Growth Initiatives

Expansion strategies, market shifts, and regulatory adaptation



Market Evolution

Strategy refinement, innovation acceleration, and cost optimization

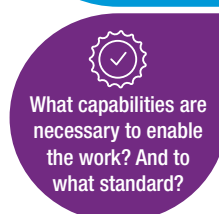
Our Approach



What work is critical to win—now and in the future?



What is the volume of the work—and what drives it?



What capabilities are necessary to enable the work? And to what standard?



What roles and positions can deliver the work most effectively?

Our Framework

Our team brings a full suite of capabilities that drive rapid results and value—for end-to-end organization design or a focused improvement accelerator:

01

Understand today's organization and aspirations

02

Build a focused and efficient organization design for the future

03

Drive accelerated transition and implementation

Connect for a consultation to discuss your organizational design needs

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How We Think

We challenge convention and push our clients and teams to think at the edge of what's possible—propelling organizations toward their future state. Areas of exploration include:

Work Design and Capacity Planning

If we were to design from scratch, what work would we have humans perform, and why? What would we stop doing entirely? What new work would we introduce?

Jobs and Competencies

If we eliminated all roles tomorrow, how would we discover and deploy our workforce's skills to solve our most critical problems?

Accountability

How might we move 80% of operational decision-making closest to the customer? What is the cost of management layers, and how might we reinvest it?

Our Catalysts

The powerful starting points we bring to our clients' challenges:

The 3-week Org Design

End-to-end opportunity assessment and value capture—delivering in three weeks what most consultancies do in three months.

Org Design Studio

Focused offsite for your team around critical, powerful questions that will drive value to deliver 2030 strategies.

About Talent, Organization, and People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

Talent

Build workforce strategies, development programs, and employee value propositions that deliver on your brand's promise



Leadership



Workforce



Development



Employee Deal

Organization

Align operating model, elevate organization design and fitness, and build cultures that drive positive change



Operating Canvas



Design



Performance and Fitness



Culture



Change and Adoption

People

Provide HR function expertise, create belonging solutions to support diversity, equity, and inclusion, and enhance the employee lifecycle



Human Resources



Belonging



Employee Life Cycle

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ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

To learn more, visit: [AlvarezandMarsal.com](https://www.alvarezandmarsal.com)

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