



PROJECT

CLIENT REQUIREMENT



A global textiles manufacturer required the review of their organogram and organisational design. As part of the “rethinking rewards” proposal an updated organogram was required for grading.

Sponsored by the HR Director.

CULP SOLUTION



Review current jobs in the organisational chart, conduct a thorough job analysis, debate workforce plans, and update organogram. Key stakeholders required for the sessions included; Directors and Senior Management.

RESULT & IMPACT



A thorough review of the payroll organogram identified opportunities to create, update, edit or remove employee and payroll data, job titles, job profile management, forecast potential new jobs and debate alignment to the business and department strategy. In addition, the project was an engagement tool for Directors and Senior Managers to provide a platform of collaboration and alignment.

The impact resulted in an updated organisational chart which was used to review the job grading system and re-grade all jobs in the organisation towards “rethinking rewards”.

The organisational design sessions identified critical future-fit organisational development opportunities.

LEARNINGS



An organisational strategy creates clarity for organisational structure configurations. Without the strategy, leaders and managers struggle to structure teams effectively to achieve the goals. These work environments often hire unnecessarily, investing in too many resources and increasing operational costs.

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