

Team Reorganization

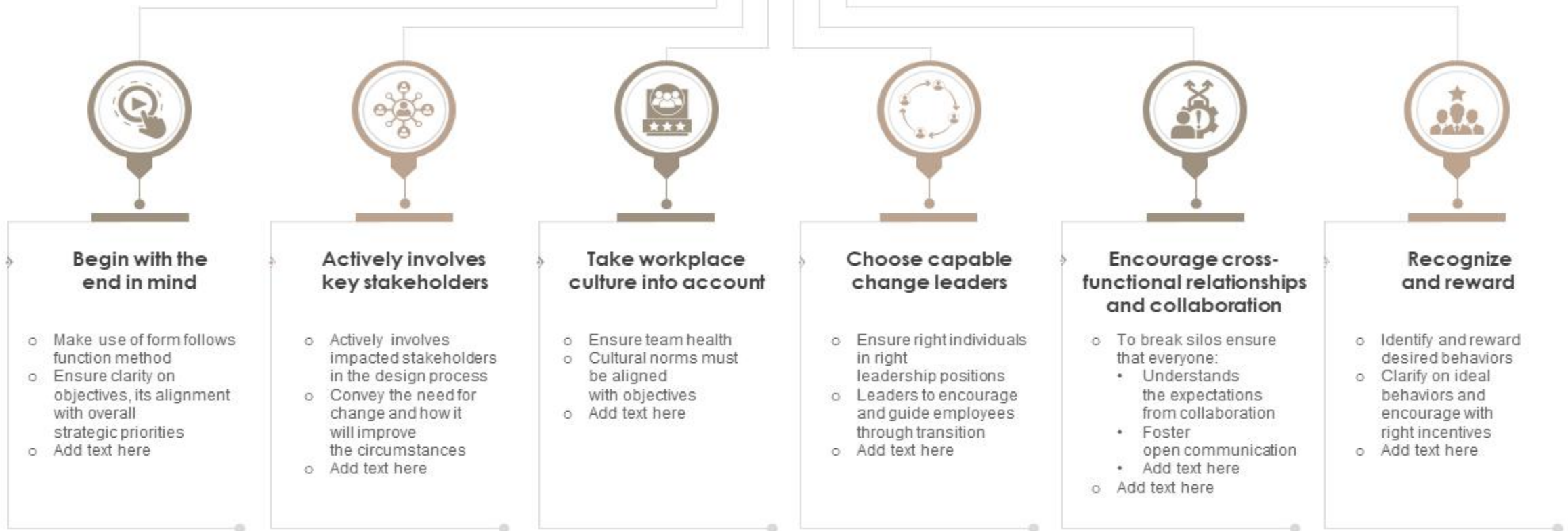
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Essential steps for effective team reorganization

The slide showcases the steps to restructure your team. It covers begin with the end in mind, actively involve key stakeholders, take workplace culture into account, choose capable change leaders, encourage cross-functional relationships and collaboration, recognize and reward.

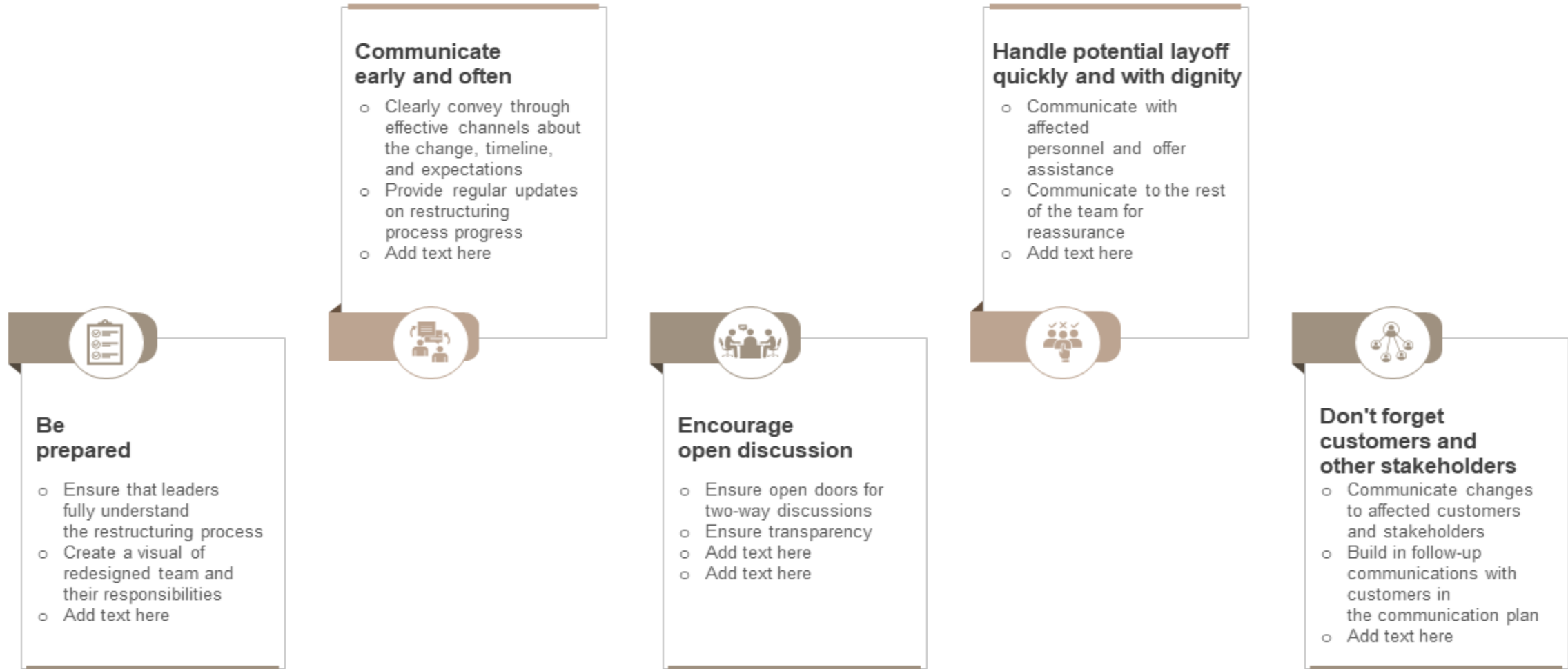


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Effective communication strategy for team reorganization

The slide showcases steps to enable effective communication of the transition process across organization. It covers be prepared, communicate early and often, encourage open discussion, handle potential layoff quickly and with dignity, don't forget customers and other stakeholders



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Ways to minimize team disruption during reorganization

The slide showcases tips to minimize the potential disruption caused due to team restructuring. It covers structured game plan, communicate with transparency, create reference content and communicate often.



Structured game plan

- Create a plan outlining changes and impacts
- Leaders to understand the responsibilities of each team, interactions and current processes
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Communicate with transparency

- Transparently guide the employees through change
- Questions should be encouraged and answered openly
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Create reference content

- Develop reference documents for meetings and answering questions
- Record meetings for reference, create organizational charts and employee-facing FAQs
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Communicate often

- Leaders connect regularly with employees
- Proactively share information through various communication channels
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Steps for effective team reorganization process

The slide showcases the restructuring process. It covers goals, testing, feedback and buy-in, documentation and implementation.



1

Goals

- Identify and prioritize concerns and opportunities
- Enables to direct the development of restructure and measure success
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Testing

- Ask questions to identify the strengths and weaknesses
- Examine how business process will work within the restructure
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3

Feedback and buy-in

- Involve teams to contribute towards goals, restructuring and development
- Generates valuable information and helps to move towards success
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Documentation

- Outlined plan must be communicated to teams
- Communicate on new structure its impact on current structure and team roles
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Implementation

- Face to face execution of plan
- Set up individual meetings to discuss the outcome (discuss how it affects the specific individual)
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Effective Ways to rebuild team after reorganization

The slide showcases sales restructuring suggestions that enables companies to improve productivity. It covers revise and improve your team, employ new sales strategies, match employees with the best suited jobs and downsize.



Take time out to re-charge

- Provide time to access information, resources as well as sufficient opportunities to learn
- Action to take:
 - Provide holiday allowance
 - Time out initiatives
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Make space and time for open communication

- Provide time to pause and reflect on the restructuring process
- Action to take:
 - Open team meetings
 - Encourage participation in sessions
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Plan programs for team-building

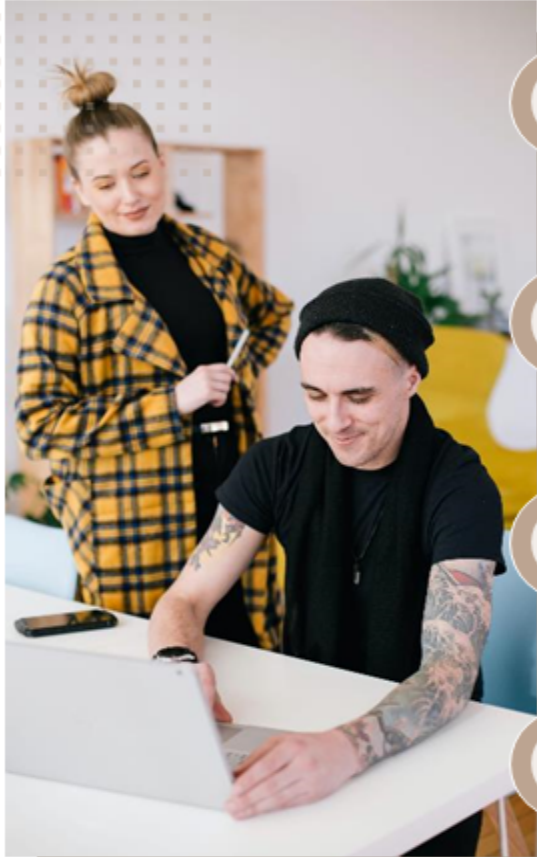
- Organize well-designed activities for team rebuilding
- Actions to take:
 - Plan program for team rebuilding
 - Out of work socialization initiatives
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Tips for companies to effectively reorganize teams

The slide showcases major suggestions for organizations to efficiently reorganize their teams. It covers break down silos, focus on mission and culture, move away from top-down management and foster a culture of sharing and feedback.



Break down silos

- o Invest in effective operations infrastructure
- o Enables to:
 - Break down communication discord between departments
 - Enables teams to determine connections between activities and outcomes
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Focus on Mission and Culture

- o Organize teams around mission, product and market
- o Enables to make decisions that are aligned with goals and overall mission
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Move away from top-down management

- o Promote delegation
- o Adopt structures that operate under empowerment and alignment with greater agility and velocity
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Foster a culture of sharing and feedback

- o Establish culture of sharing and communication
- o Create specific roles to facilitate cross-team communication and problem-solving
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