

Large Scale Organization Change

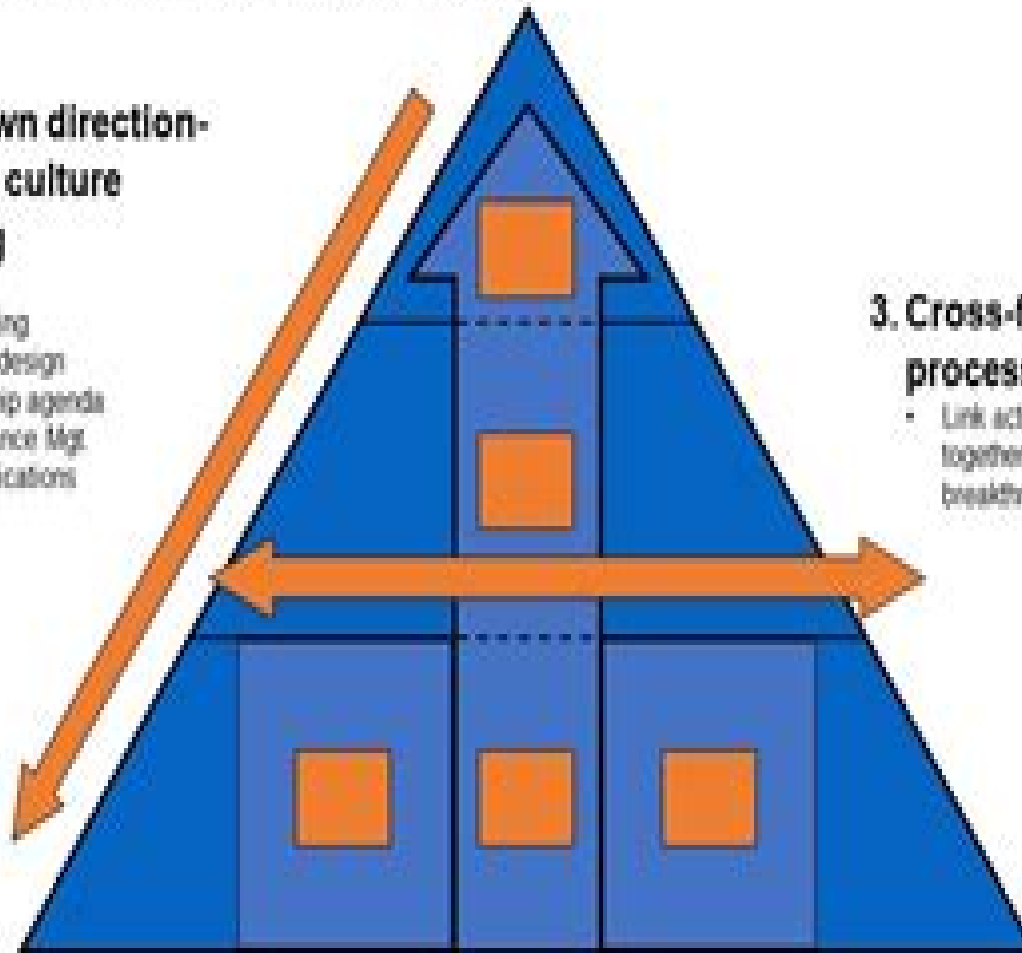
Work all 3 dimensions; get balance right!

1. Top-down direction-setting/ culture shaping

- Vision
- Goal setting
- Process design
- Leadership agenda
- Performance Mgt.
- Communications

3. Cross-functional process redesign

- Link activities and information together in new ways for breakthrough performance



2. Bottom-up performance improvement

- Unit-by-unit, team-oriented problem-solving

Large Scale Organizational Change

O García



Large Scale Organizational Change:

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