HPE ORGANIZATIONAL DESIGN SERVICES
HPE Management of Change Services

Digital transformation means that today’s organizations operate in a rapidly changing environment. Consequently, one of the most important capabilities for an organization is its ability to manage change.

SITUATION

Digital transformation and the rapid pace of technology-driven change demands that organizations become more agile. Businesses need to reach their customers and deliver services quickly and effectively. To remain competitive, organizations need to innovate faster and with higher impact. They need to bring forward new services as rapidly as possible and provide primary services more cost-effectively.

Increased business demand creates additional pressure on the IT environment and staff. IT is forced to implement new operating models to accommodate the need to do everything more quickly, to take advantage of opportunities presented by hybrid cloud and cloud computing, and to hold down costs.

In response to demands of the new environment, IT organizations need a more business- and customer-oriented approach to service delivery. Such change will impact the daily work of IT staff, the number of resources needed, and may require a redesign of job roles. HPE Organizational Design Services, supported by HPE Management of Change consultants, facilitate the creation of a state-of-the-art organization and supports its digital transformation to meet future business goals.

Many IT executives are asking these questions:
- What does business change mean to my organization?
- How should IT be best organized?
- What is the impact on the organization structure?
- Which roles do we need? Which roles are changing? And, which roles are no longer needed?
- What behavioral changes are required?
- What skills and competencies are required for the future?

SOLUTION

HPE Organizational Design Services assist you in finding the answers to each of these questions. Our goal is to ease the transition to a service-oriented and customer-focused IT organization, taking full account of the current situation and the impacts of the planned changes on structures, processes, and individuals.
HPE Education Consultants start the engagement by working with your project team to identify the changes to all functions and levels—including executives, management, and the workforce. We take IT organizations through the entire process, starting with an assessment of the current organizational structure, functions, and primary job roles. The assessment is the basis to design the new organization structure and to establish the changes needed in jobs, ways of working, and culture. The next step is to build a transition plan to the new operating model using the HPE Organizational Design Framework.

In addition, HPE consultants:

- Identify the impacts on all organizational functions and levels by delivering an HPE Change Impact Analysis Service
- Analyze the current organizational capabilities and the gaps with regard to skills, roles, and processes
- Design, develop, and deliver a tailored IT organization model, including job profiles and descriptions
- Cooperate with the HR organization to assign the right people to new roles
- Deliver a skills gap analysis to prepare, design, and provide targeted training plans to upskill IT staff for jobs in the new organization
- Develop and execute the transition plan
- Manage stakeholders and deliver communication and training activities

HPE Organizational Design Services also:

- Streamline and align the IT organization to business strategies
- Drive early anticipation and response to challenges
- Align resource planning to business needs
- Help ensure that communication of change is central to the transition
- Deliver faster adoption of new technology and processes by having the right knowledge and skills in place
- Increase engagement and reduce resistance to change

**BENEFITS**

HPE Organizational Design Services speed up transition and adoption by using the HPE Organizational Design Framework and best practices. Our services help improve business outcomes and position your organization for success by preparing and supporting people throughout the transformation.

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