

SD97 : 7 GC @ H C B G

Organizational Restructuring

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Identification and removal of flaws in the organizational structure, such as post vacancy, activity overlapping, deviation and ineffectiveness



Benefits

- Identification and removal of flaws in the organizational structure, such as post vacancy, activity overlapping, deviation and ineffectiveness
- ~~AR~~ Redesign of labor processes, measuring the performance in order to enable the update of activities and routines focused on better approach of the strategic goals of the organization, as well as the continuous review of its organizational structure
- Creation of propositions to rethink this structure and its rules of procedure based on the processes, in order to improve the management model, as well as the supervision of the development in the new organizational structure
- Adoption of a skill-oriented human resources model, promoting actions that better meet the strategic goals of the organization
- Better relation between managers and employee in the usage of management, supervision and control tools of strategic actions, including the Strategic Map and Institutional Performance Indicators

Scope of Operation

- Strategic planning
- Analysis, redesign and automation of processes
- Analysis, review and redefinition of technical and final procedures
- Introduction of Operational Guides and Work Instructions
- Introduction of Human Resources Management Plans
- Creation of Systems of Skills Management
- Introduction of Master Plans and Strategic IT Plans



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