STRATEGIC ORG DESIGN

Elevate Organizational Performance
with Org Topologies™

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Org Topologies™ (OT) is the first human-centric plus AI-friendly organizational change approach.

Org Topologies prepares organizations for the future by getting change going today.

Org Topologies elevates organizations to be fit for purpose and is wide open: it applies to Farms and Pharma. Software and Services. Consulting and Construction.

This is the new world of strategic org design.

Management Summary

Org Topologies, being a strategic org design system, helps you **align all the moving pieces** so that your (1) **business strategy**, (2) **organizational goals**, and (3) **change process** work together cohesively to drive the desired organizational performance.

How do you define and successfully lead the change that's right for your organization? Different goals—rapid delivery, global adaptability, resource optimization, or amplified innovation—require different and tailored org designs. **As a leader, you can define that goal and use the Org Topologies approach to evolve your organization in the chosen direction.**

Read more: www.orgtopologies.com/post/management-summary

Reference:
Lead Project Manager reporting

"I used Org Topologies for the last two years myself, to answer questions regarding the agility of a team and the current project, and to identify the next steps moving forward. It supported me as a **basis for alignment with our clients** in identifying where we stand right now and, if there is a wish to evolve, which would **be the right direction and actions**. I recommend checking out if the Org Topologies might work for you as well."

Frank Dohmen
Lead Project Management | Agile Delivery Lead @ IBM iX
https://www.linkedin.com/in/frank-dohmen/

Reference:
Scrum Master / Agile Coach reporting

"There are many tools out there that promise organizations the moon, but somehow with each attempt to improve the # of issues, only multiply. Frustrations and waste increase, while retention and resilience decrease, which is especially painful and costly in time of crisis. Org Topologies™ IS the **missing link** that orchestrates the connection between the **REAL issue at hand and RIGHT solution**."

Anya Faingersh
Scrum Master / Agile Coach, independent
https://www.linkedin.com/in/anyafaingersh/

Reference:
Agile and Product Coach reporting

"It was so much easier to describe the **FlixBus agile journey using Org Topologies™**, which otherwise would need much more explanation and reasoning. Mapping product depth and team skills dimensions bridged the **gap between applying frameworks and discovering ways to organize teams**. Thank you for the elegant system to visualize organizational growth."

Lucy Karpova
Agile and Product Coach @ Flix and Sixt
https://www.linkedin.com/in/lucykarpova/

Reference: Product Manager reporting

"We did this as a team exercise last week, gauging where on the map the teams thought they were. And then with Org Topologies, we were able to **share our vision on where we want to go** next. The great thing is that this helped us stay away from good/bad discussions and focus on something as simple as 'we are here' and 'this is where we want to go next'. Which then opens up the floor to everyone to discuss how we want to get there."

Michael Voorhaen
Product Manager @ Strobbo, Protime division
https://www.linkedin.com/in/michaelvoorhaen/

Reference:
Senior Consultant reporting

"**This framework-agnostic visual approach** offers food for thought for anyone, who wants to actively **shape the next steps of their business transformation journey**. Mapping your teams with archetypes simultaneously show where you are and fosters the discussion, where you want to go. Therefore, two central questions may help you, guiding through the maps."

Felix Lagemann,
Senior Consultant
https://www.linkedin.com/in/felix-lagemann-80a764157/

Analysis:
"Org Topologies™ and Doing Better Scrum"

"What I like about this model is that its creators are (mostly) neutral on what is the final destination. While both have a preference to help organizations to grow in the direction of C3, one of their main motivations was to publish a model that gave practitioners **a clear and specific language when talking about organizational design**."

Carlton Nettleton,
The Scrum Academy
https://www.orgtopologies.com/post/org-topologies-and-doing-better-scrum
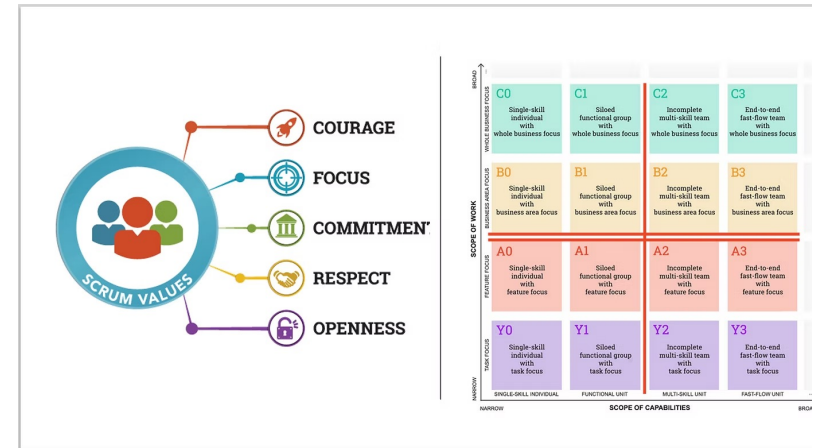
Case Study:
Business Agility with Org Topologies and Kanban

The article explores how combining Org Topologies™ with Kanban enhances business agility. **Org Topologies™ maps organizational archetypes to visualize and assess structure, while Kanban improves workflow transparency and efficiency**.

Together, **they align structure and flow**, enabling teams to deliver value more effectively. This integration supports continuous improvement, shared understanding, and strategic alignment across the organization. It emphasizes removing the "

José Coignard,
ProKanban Trainer
https://www.orgtopologies.com/post/business-agility-with-org-topologies-and-kanban

Case Study:
Analyzing the transformation of a SAP group at a large public authority

The case study describes a large public SAP organization undergoing **parallel organizational and agile (SAFe) transformations**.

Initially structured hierarchically with long time-to-market and many handoffs, the Org Topologies method helped visualize structural misfits and design a roadmap to evolve teams from A2 (multi-skill) to C2 (whole-business focus). This led to **improved delivery speed, motivation, and a sustainable transformation** towards business agility.

Thomas Karl and Nico Liedl
Deloitte
https://www.orgtopologies.com/post/analyzing-the-transformation-of-a-sap-group-at-a-large-public-authority
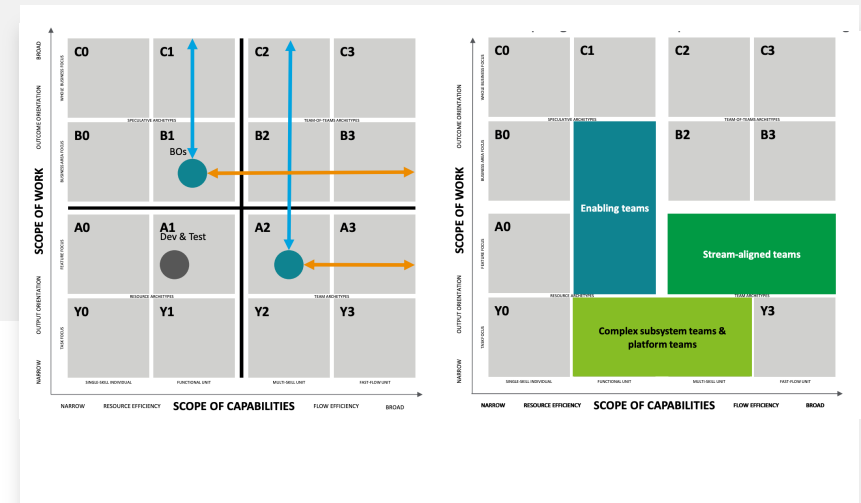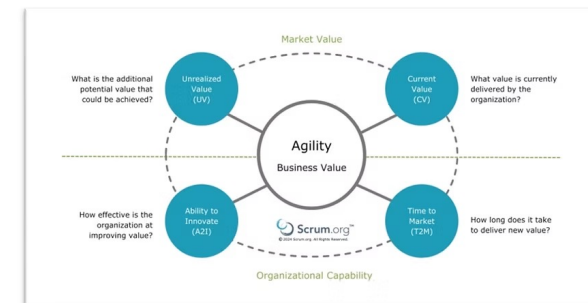
Complimentary nature of Org Topologies: Applying with Evidence-Based Management (EBM)

Org Topologies and Evidence-Based Management are **highly complementary frameworks**. Org Topologies provides the "where and how to change" from a structural perspective, ensuring the organization's form enables agility and aligns with its purpose. EBM provides the "whether and why to change" from a value perspective. **By integrating the two, organizations can avoid the pitfalls** of structure-blind improvement or improvement-blind structure.

https://www.orgtopologies.com/post/org-topologies-ot-with-evidence-based-management-ebm

Org Topologies with Evidence-Based Management (EBM)

Complimentary nature of Org Topologies:
Analyzing a Team Topologies and FAST Transformation

This case study **illustrates the power of the Org Topologies™ approach in assessing different organizational designs** and organizational change ideas from the viewpoint of structural facts and observed inter-team dynamics.

https://www.orgtopologies.com/post/case-study-from-component-teams-to-team-topologies-to-fast-agile

Case Study: from Component Teams to Team Topologies to FaST Agile

This case studies a chain of transformations described in a talk by James Shore from the viewpoint of Org Topologies™.

The story spans several years while he was helping a company to move away from a rigid multi-team constellation of component teams to an org design based on mainly stream-aligned teams of Team Topologies® and later on to a more fluid FaST-ecosystem.

https://bit.ly/tt-to-fast
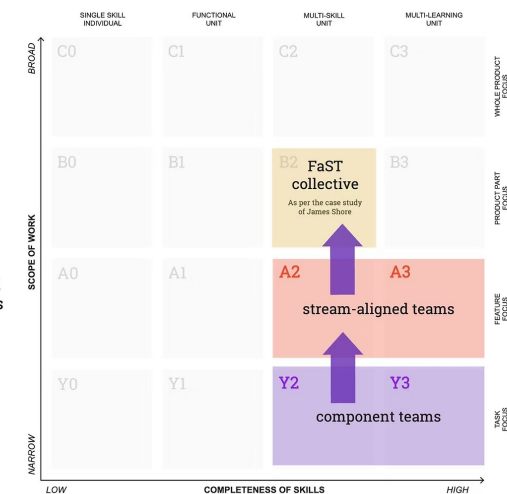
Planning a change? Running a change?

ENGAGE WITH ORG TOPOLOGIES™

- Learn about the method
- Host a strategic change workshop
- Align on the goals and methods
- Educate everyone involved & impacted
- Get an expert assessment of the change quality
- Work with the Creators and Certified Partners