

# Organizational Design Support

## When to Contact OD and What to Expect

OD helps units align structure, roles, workflows, and decisions to strategy and day-to-day work.

Available across KU campuses | Coordinated with HR Partners + HR Functional Areas



### WHEN TO CONTACT OD

- Unclear roles, duplicated work, or shifting duties
- Growth, restructuring, or shifting priorities
- Team friction or unclear decision-making
- New leadership or major transitions



### STILL NOT SURE?

Start with a conversation. OD can clarify the need, next step, and right partners.



### WHAT OD HELPS CLARIFY

- 🏗️ Structure, reporting & span of control
- 👤 Roles & responsibilities
- 🔄 Workflows & handoffs
- 📊 Capacity, workload & coverage needs
- 📌 Decision pathways
- 👥 Day-to-day work reality



### COMMON OD SUPPORT

- ✓ Role clarity / workflow alignment
- ✓ Current state assessment
- ✓ Reorganization or realignment support
- ✓ Position description / day-in-the-life alignment
- ✓ Leadership alignment and transition support



## HOW OD MAY SUPPORT THE WORK



DEFINE



DESIGN



DEVELOP



DEPLOY



FINE-TUNE

OD support flexes to any or all stages based on where the work is.

### Early Stage

Understand the issue & explore options

### Mid-Stage

Refine structure, roles & impacts

### Later Stage

Support rollout & sustain change

## READY TO START?

Start with HR Org. Design, or your HR Partner when applicable.  
Include appropriate unit leadership when structure or reporting may be affected.

Share what's unclear » Coordinate with partners » Discuss next steps

OD helps clarify options and impacts; funding and approval remain with the unit through the appropriate process.

Contact HR Organizational Design: [crystal.dippre@ku.edu](mailto:crystal.dippre@ku.edu)

