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the cost (both actual and human) of the change and seeking to minimize it.

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1. Construct the reorg ' s P&L 2.

Understand the given organization ' s
current weaknesses and strengths 3. Choose
very carefully from multiple options 4. Get
the “ plumbing and wiring ” right 5.

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‘ ReOrg: How to Get it Right ’ by Stephen Heidari-Robinson and Suzanne Heywood is published by the Harvard Business Review Press, £ 21.99 ‘ ReOrg: How to Get it Right ’ We read it for you

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1. Construct the reorg ’ s P&L 2. Understand the given organization ’ s current weaknesses and strengths 3. Choose very carefully from multiple options 4. Get the “ plumbing and wiring ” right 5. Launch, learn, and (if necessary) course-correct I agree with them: “ Have a good

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Getting Reorgs Right

We cover the whole process from design to practical implementation. Our leaders, Stephen Heidari-Robinson and Suzanne Heywood (Lady Heywood of Whitehall) wrote the book on reorganizations (Reorg - How to get it Right for Harvard Business

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Review) and together bring over 30 years of experience from McKinsey & Company, business and the public sector. Our thinking has been covered by Harvard Business Review, The Economist, Forbes, the American Management Association, and Engineering and Technology.

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