

Six playbooks to take a leadership team from strategy to a working design.

Each playbook is a guided, CAO-grounded engagement — not slides. Pick the one that matches where you are, run it with your leadership team, and walk away with working outputs you can act on.

Strategy-to-Design Sprint

Move from an agreed strategic focus to a concrete organization design in one focused engagement — capabilities, target Star Model, and a first group design.

BEST FOR	Leadership teams that have a strategy but no organizational design to execute it.
FORMAT	2–3 days, or four half-day workshops over two weeks. · Executive sponsor plus 6–10 senior leaders who own the operating model.
YOU WALK AWAY WITH	A current-state Star Model, a strategy→capability map, and a candidate group design with trade-offs.

STRATEGY EXECUTION

OPERATING-MODEL REDESIGN

AI Operating Model Stress Test

Pressure-test whether the current operating model can absorb AI-driven change — adaptability, decision speed, and structural fit.

BEST FOR	Leadership teams under pressure to 'do something with AI' who suspect the blocker is the operating model, not the technology.
FORMAT	2 days, or three half-day workshops. · Executive sponsor, the AI/transformation lead, and 5–8 cross-functional leaders.
YOU WALK AWAY WITH	An adaptability-capability assessment, a current Star Model, and a heat map of where change stalls today.

AI READINESS

OPERATING-MODEL REDESIGN

Organization Design Baseline Assessment

Establish an honest current-state baseline of how the organization is designed and where it hurts — before proposing any change.

BEST FOR	Engagements where everyone has an opinion on what's wrong but no shared diagnosis.
FORMAT	2–3 days across the four workshops. · A cross-section of leaders and senior practitioners who see the work end-to-end.
YOU WALK AWAY WITH	A current Star Model, a heat map of pain, and functional-coupling + task-dependency maps.

CAPABILITY ASSESSMENT

OPERATING-MODEL REDESIGN

Capability Gap Analysis

Identify the capabilities the strategy needs, measure where the gaps are, and decide what to build, buy, or share.

BEST FOR	Teams that know they have gaps but can't agree which ones to invest in.
FORMAT	1.5–2 days. · Capability owners plus the leaders who fund and consume those capabilities.
YOU WALK AWAY WITH	A strategy→capability map, gap measurements, and shared-service candidates.

CAPABILITY ASSESSMENT

STRATEGY EXECUTION

Value Stream & Dependency Mapping

Map how work actually flows and where dependencies slow delivery, then propose groupings that reduce hand-offs.

BEST FOR	Organizations where delivery is slow and everyone blames 'dependencies'.
FORMAT	2 days. · People who do the work end-to-end, plus the leaders who can move boundaries.
YOU WALK AWAY WITH	A task-interdependency map, a grouping DSM, and functional-coupling analysis.

DEPENDENCY REDUCTION

OPERATING-MODEL REDESIGN

Product Group Design Workshop

Design product-aligned groups around value, minimizing cross-group dependencies and clarifying ownership.

BEST FOR Organizations moving from project/functional structures toward product alignment.

FORMAT 2 days. · Product, engineering, and business leaders who own the portfolio and the people.

YOU WALK AWAY WITH A portfolio framing, a grouping DSM, and one detailed group design.

PRODUCT ORGANIZATION

TEAM REDESIGN