

LISTEN AND FILL IN THE BLANKS

Can you give us an example of how you've helped a company with its organisation?

I recently did a major piece of work for a very large, global American company that was organised by (1)_____. So manufacturing had (2)_____ for all the plants around the world, marketing the brands in every country. It was a very (3)_____ organisation, but it wasn't very good at responding to the local markets, and so they decided that they wanted to move to a (5)_____ based organisation. So we had to figure out, first of all, what were the right geographies - was every country a separate geography or are we going to put some together? What are you going to do for Europe as a whole, as well as what you are going to do for Germany and for Spain? Um, so we did a lot of looking at how the business operated, where products were made, where they were shipped to, how (6)_____ were organised. And we also had to spend a lot of time thinking about whether we needed (7)_____ organisations or whether every single business unit would report back to the headquarters, er, in the US.