

Title of Report

Recommendations and Implementation Plan

## Recommendations and Implementation Plan

1 The hybrid organizational structure is flexible and will accommodate future growth and expansion, it has elements that specifically promote innovation, it maintains Company XYZ's current geographic divisions, and it can be applied to an organization as large as Company XYZ. Based on this evaluation, it is recommended that the outlined hybrid organizational structure is most suitable for Company XYZ as it is in alignment with the recommended strategy and culture aspects of the recommendation.

## Implementation Plan

2 Implementing the recommended hybrid organizational structure will add product-focused divisions and increase innovation within each geographic division and across the entire organization. In the short-term, Company XYZ should classify employees by the product or product line that they are most passionate about, regardless of their skill sets or job titles. Next, the company will be able to organize teams of employees with similar passions and a variety of skill sets. This will increase the attention that each product line receives and will ensure that every Company XYZ product is developed and improved by employees who truly care about creating innovative and high quality products. The Vice President of Human Resources will be responsible for leading this part of the implementation plan and the costs associated with this part of the recommendation will total \$15,000.00 for required time as well as productivity losses during this process. The impact of this process on the organizational members is expected to be positive as they will be consulted and involved in this change-based initiative.

3 Regarding an analysis of potential contingencies, it is possible that the majority of employees will request to work on one product line; if this occurs, then it will be important to have a fair and transparent process in place in order to determine the product teams.

1

Discuss all of the specifics and details of the recommendation for solving the problem.

2

Present a thorough and well thought-out implementation plan for executing the recommendation and ensuring its success.

3

Be sure to include a contingency analysis of the possible problems that may arise from the recommendation and how they will be addressed if they do arise.