



# Organizational effectiveness

## A rapid diagnostic opportunity for portfolio companies

Workforce costs often account for an ever-larger share of an organization's total operating expense, rendering workforce optimization vital to a company's success in today's highly competitive environment.

### The path to organizational effectiveness

With a clear roadmap and targeted strategies leading to organizational effectiveness, it is possible to quickly realize your organization's value creation objectives. KPMG's rapid diagnostic for portfolio companies is designed to help your organization identify strategies for achieving:

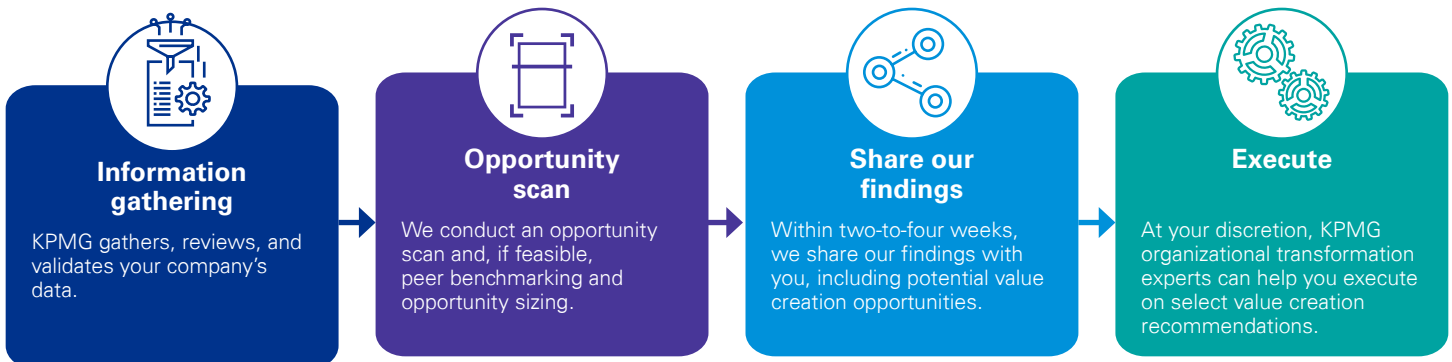
- An optimal organizational structure
- Transformed workforce costs
- Improved talent effectiveness

In targeting these strategies, there is an opportunity to realize near-term cost savings, EBITDA improvements, and other benefits.

Our assessment combines KPMG's proprietary **KODA organizational design-analysis and scenario-planning tool** with customized support from industry-aligned subject matter experts to rapidly provide a customized analysis of your organization's structure and workforce alignment.

Through this initial diagnostic exercise, which is a light touch process on your part, we identify opportunities and gaps and suggest targeted actions for achieving an optimal workforce transformation. Then, at your discretion, KPMG experts can further guide you through the execution of select value creation opportunities that have been identified.

### Our process to help you quickly identify potential opportunities



### Key questions we help you answer

Organizational structure optimization	Personnel cost	Talent effectiveness
What is the optimal organizational structure to support strategy?	What should the fit-for-purpose back office look like?	Can greater output be realized by upgrading staff skills?
How should organizational and operating models be aligned to achieve desired results?	Are there duplications of functions and roles, especially in M&A scenarios?	How can the organization maximize expected productivity of commercial functions?
	What labor arbitration opportunities can the company leverage for R&D, call center, operations, and back office?	How can R&D output be maximized by managing better development and release processes and supporting technology?

## Features of the KPMG KODA accelerator



KPMG's proprietary organizational design-analysis and scenario-planning tool offers the following powerful features:

- Proprietary analytical technology built to quickly ingest, analyze, visualize, and compare organizational models, management structures, and employee-related costs
- Deployed on over 200 client engagements to deliver superior results
- Tested during large public company mergers, carve outs, and improvement projects
- Delivered substantial EBITDA improvements for clients

### Engagement use cases

- Real-time analytics on organizational structure, personnel-related costs, and reporting relationships
- Cost opportunities to understand potential improvements
- Interactive Scenario Planning to test organization structure options
- M&A integration support to blend reporting structure into a single entity

### KODA tool capabilities

- Dynamic organizational-scenario planning feature
- Radial organizational discipline assessment
- Visual representation of complex organizations at a glance
- Benefit tracking of savings over time against a baseline

### Benefits

- **Value:** enables rapid estimate of potential savings
- **Insights:** aids selection of organizational models to support strategy
- **EBITDA improvement:** facilitates smart cost reduction actions to improve results
- **Transparency:** allows greater visibility into transformation implementation and tracking

## Why KPMG organizational design with KODA



### Deep Sector Experience

Our deep sector expertise ensures diligence focused on priority areas, driving better outcomes.



### Advanced Data and Analytics

We leverage market-leading data and analytics capabilities to drive faster, better answers and outcomes.



### Rapid, Meaningful Results

We offer end-to-end capabilities—from strategy through implementation.



### Global and Senior Team Engagement

We engage a global team in order to successfully conduct global studies.

## Contact us



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