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**CLIENT CASE STUDY: BUILDING INTERNAL
ORGANIZATION DESIGN CAPABILITY FOR
AN ENERGY SOLUTIONS COMPANY**

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Client Case Study: Building Internal Organization Design Capability for an Energy Solutions Company

We recently partnered with a rapidly growing stored energy solutions company to enhance its internal organization design capabilities. This engagement was initiated by the Chief Human Resources Officer (CHRO), who, familiar with our renowned organization design courses, sought to bring this expertise in-house. Recognizing the need for a customized, collaborative approach, we worked closely with the client to develop a tailored, two-day workshop.

Participants included line leaders as well as key HR team members. We created an interactive learning environment focused on addressing the organization's real-world challenges. Through interactive exercises and discussion grounded in the Star framework, we empowered this cross-functional team to explore innovative design solutions.

The impact was immediate and far-reaching. Participants left the workshop with elevated organizational design capabilities, empowered to tackle both current and future organizational challenges. The partnership between line leaders and HR professionals was strengthened, as they gained a shared understanding and practical tools for collaborative problem-solving.

The workshop's impact was evident in the participants' feedback. One leader remarked, "I feel like I have a true HR business partner in this work!" This sentiment underscored the workshop's success in bridging the gap between organizational leadership and HR expertise.

By enhancing the organization design capabilities of both line leaders and the HR team, the company is now better positioned to adapt to changing business landscapes and drive organizational effectiveness.

By deeply understanding the client's needs and organizational context, we were able to design and deliver a workshop that not only met but exceeded expectations, creating tangible value and lasting impact for the client.