



# bad reorgs

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***“According to a McKinsey survey we conducted, more than 80% fail to deliver the hoped-for value in the time planned, and 10% cause real damage to the company. More important, they can be damned miserable experiences for employees. Research suggests that reorgs—and the uncertainty they provoke about the future—can cause greater stress and anxiety than layoffs, leading in about 60% of cases to noticeably reduced productivity.”***

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**Getting Reorgs Right, HBR, Nov 2016**

[hbr.org/2016/11/getting-reorgs-right](https://hbr.org/2016/11/getting-reorgs-right)

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***“My favorite thing about this company is that I’ve had  
4 bosses in 5 years”***

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**- Literally, nobody**

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**Reorgs Frequently Fail!**

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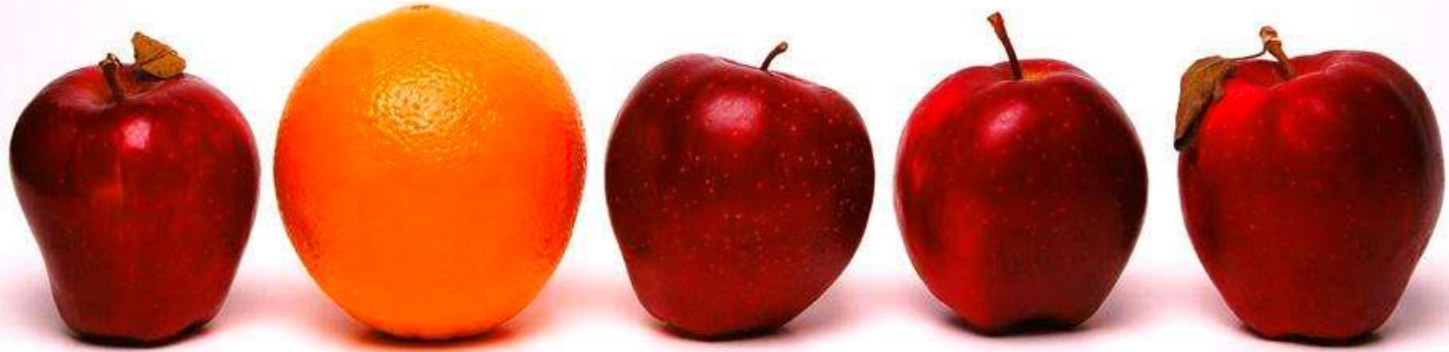
**“We need to shake things up”**



**“Amazon has 2 pizza teams, so should we”**

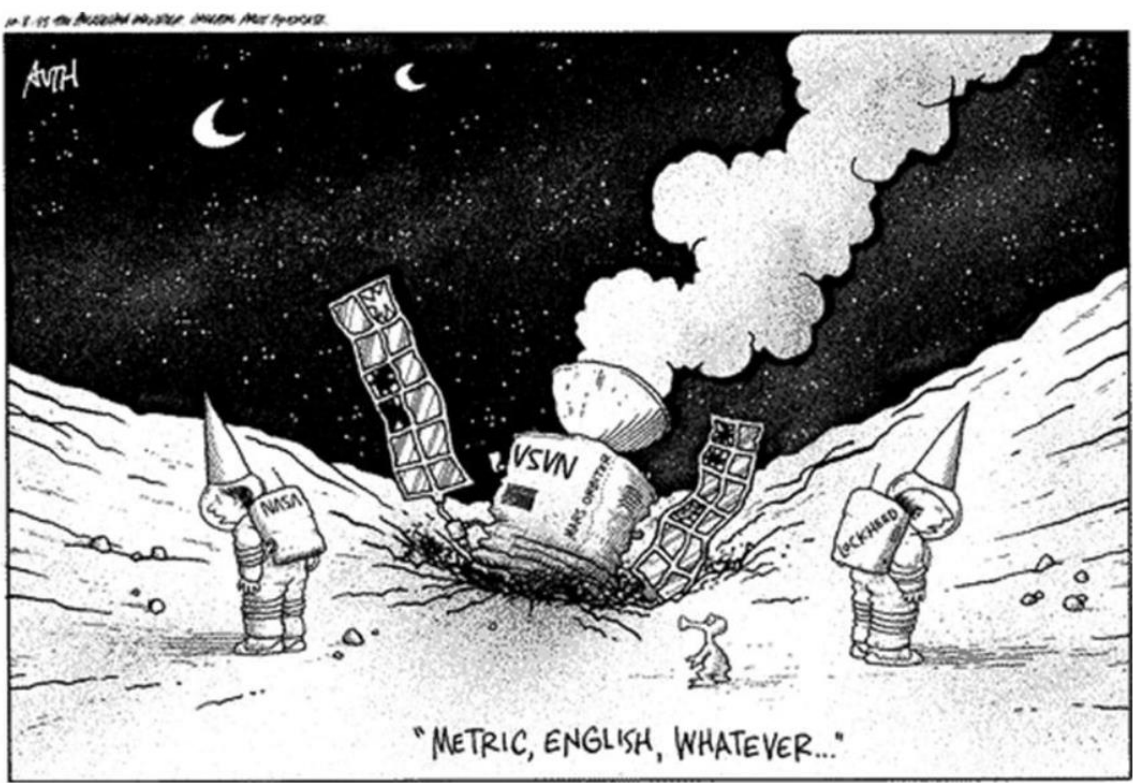


**“We need an excuse to kill some bad projects”**

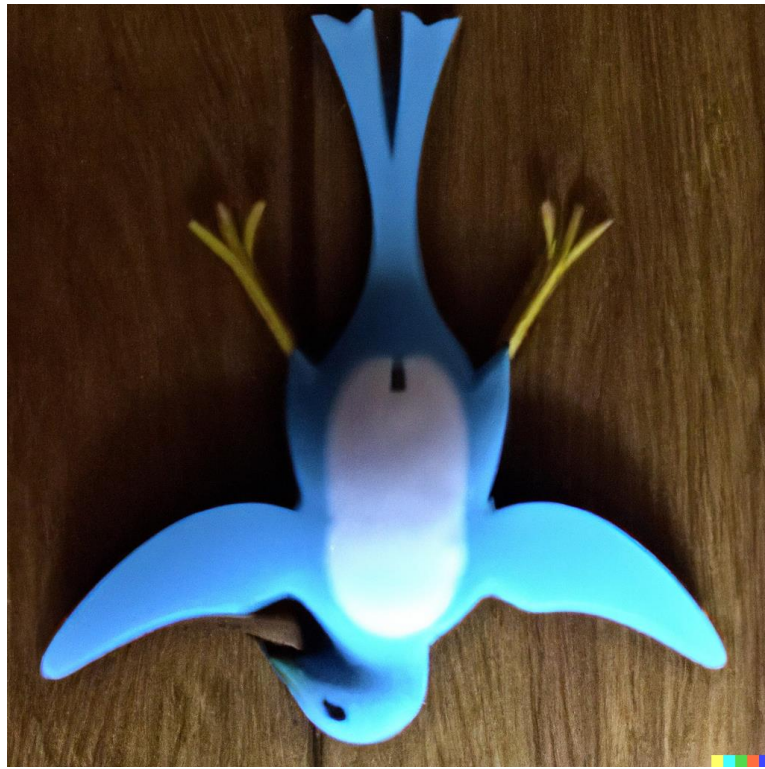


**“But if you don’t have a 70+ person org, you can’t be a VP”**





**“But the data says Java programmers are faster, look at how much code they write!”**



**“Let’s just fire everyone. What could go wrong?”**

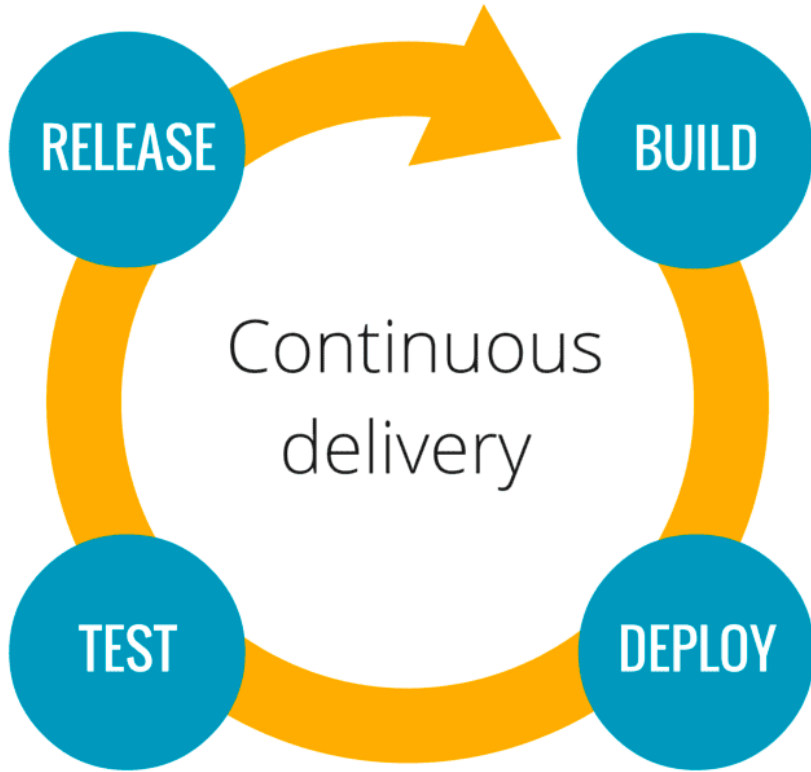
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**All reorgs are not bad!**

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# Good Reorg Reasons:

- **Major Acquisition**
- **Significant Digital Transformation**
- **New Product/Initiative Needs to Scale**
- **Fixing Broken Structure (i.e. too few/many direct reports/manager)**
- **Moving to Multidisciplinary teams from a pure functional hierarchy (if appropriate for your org)**



**Prefer  
smaller,  
frequent  
adjustments  
over “big  
bang” reorgs**

**Require reorg  
outcome  
metrics, and  
hold yourself  
accountable**



## Organizational change announcement

For your convenience, we've generated a sample email to help communicate this change. **It will not be sent to anyone upon adoption of this draft.**

### Announcement

MOOD Celebratory TYPE OF ACTION Expansion INCLUDE NAMES OF DISMISSED  Rephrase

ADDITIONAL OPTIONAL  
CONTEXT

**HINT** Provide clues to the AI engine about your announcement. For example: "translated into Spanish" will translate the announcement into Spanish

We are thrilled to announce an exciting expansion at ACME Corp! We are creating a new DevOps Team and five of our current staff members will be making the move to Revenue Retention.

Adison Warren, Alisa Morgan, Arthur Cunningham, Adrianna Thompson, and Alberta Bailey will all be transitioning to Revenue Retention. Additionally, Alisa Hall will be joining the new DevOps Team.

We would like to thank Rosie Russell for her hard work and dedication to ACME Corp and wish her all the best in her future endeavors.

We are very excited to see what the future holds for ACME Corp and the new DevOps Team!

Orgspace uses GPT-3 to generate these announcements. Use the rephrase button to try different wording.

Copy



# Visit our booth to see our new GPT-3 powered reorg email generator

## Thank You!

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