



I have been a strategy advisory consultant for over two decades, working with TCS, PwC, KPMG, GE Capital and Accenture.

I help clients develop growth strategy through new products/services and market entry initiatives; and execute through change management and program management.

ORGANIZATION DEVELOPMENT

Restructuring of Global Secretariat of International Nonprofit

Client Description

One of the worlds largest INGO, operating on an affiliate-based network. The central coordinating entity was the Global Secretariat based in the UK with members from different affiliates, and directly under the CEO.

Process

The central body was redesigned in terms of its approach, role, services and structure, moving from a support role to one providing common services and guidelines for old and new affiliates, entities, programs, countries, and functions. This was through a distributed structure based on a network of internal service providers.

Issue/Need

Changes in operating conditions drove the INGO to rethink its venerable affiliate model. The role of the Global Secretariat was required to match this evolution to ensure it would remain relevant and effective.

Deliverables

- Elements, organization-wide standards and guidelines, and structures were defined for the new approach
- New operating model, covering specific functional areas viz. Human Resources, Finance, IT, MIS & ERP