

# Evolving Transport

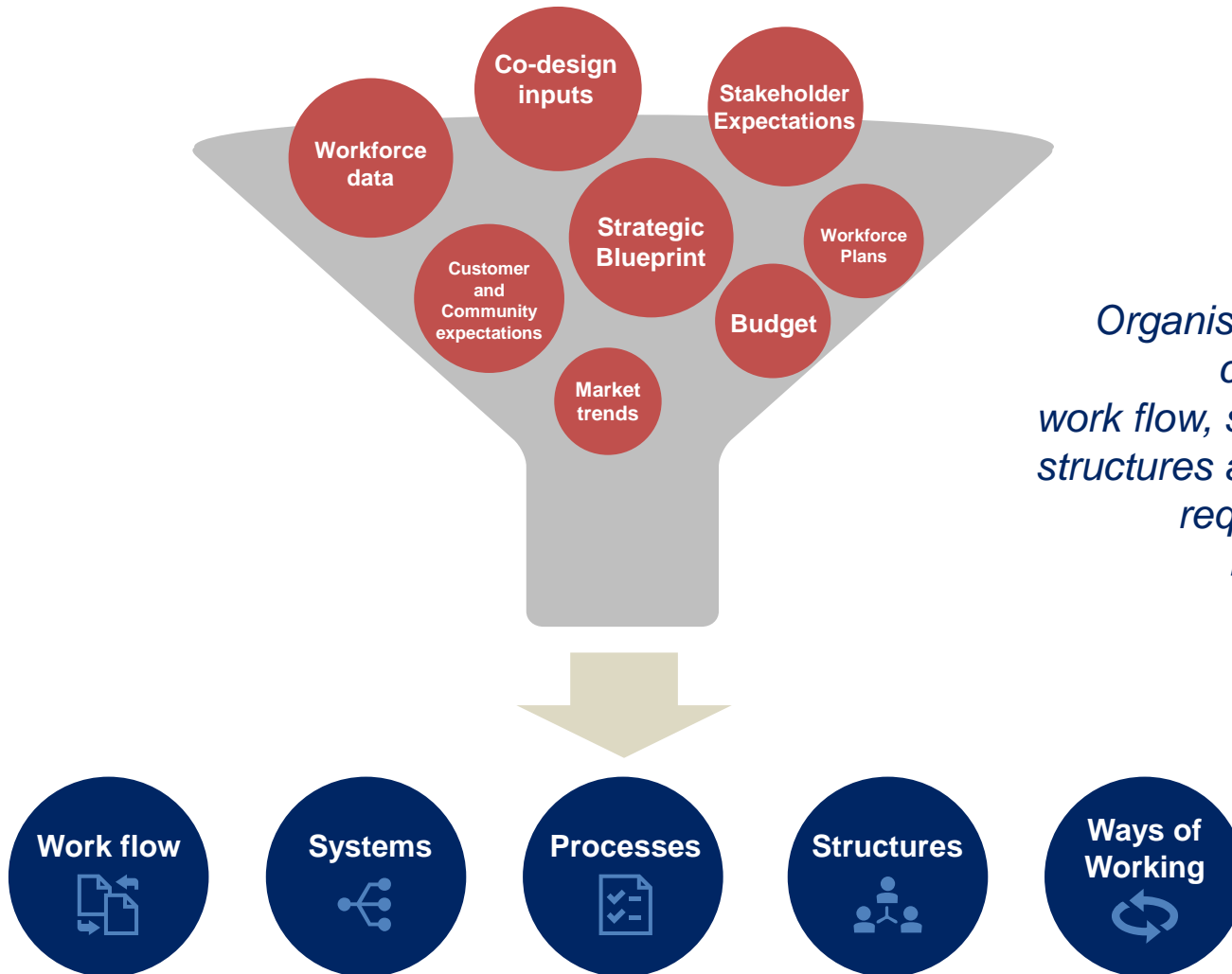
A customer centred program of change



Transport  
for NSW

Update - 4 September 2019

# What is organisational design?



*Organisational design is the considered design of work flow, systems, processes, structures and ways of working required to achieve our business objectives.*

# Co-design since April



Group  
workshops



1:1 interviews



Online forums



Polls



Staff  
feedback



Leader  
forums

# Organisational Design - Proposed implementation

**Phase 3B – 1**  
**Functional models and top level structures**

*Sept – Feb 2020*

**Design, approve and implement functional models and top level structures for all divisions**

- All divisions have their top level structure designed and approved to implement to 1 leadership level below the Dep Secretary or Division Leader by mid December
- Implement top-level structure by end Feb 2020



**Phase 3B – 2**  
**Detailed structures designed and implemented**

*Jan – Oct 2020*

**Commence design and implement structures for all divisions down to individual contributor level**

- Design and implementation schedule across divisions to be agreed by Strategic Operating Committee (SOC)
- Branches to develop structures down to individual contributor level



**Phase C:**  
**Embedding change and continuous improvement**

*Oct 2020 onwards*

**Embedding change and continuous improvement**

- Team formation and culture building
- Engagement on processes, ways of working and behaviours
- Ongoing monitoring of changes



This work builds on Foundation Planning ( Phase 3A) and the interdependency work streams.  
All organisational designs are governed to ensure alignment to org design principles, financial sustainability priorities, Future Transport, our 10 year Strategic Blueprint and People Strategy.

