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This new Economist guide explores the five principles of effective organisation design, which are that it must be: driven by the business strategy and the operating context (not by a new IT system, a new leader wanting to make an impact, or some other non-business reason); involve holistic thinking about the organisation; for the future rather than for now; not to be undertaken lightly - it is resource intensive even when going well; and, seen as a fundamental process not a repair job.

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guide to organisation design dr naomi stanford is a consultant, teacher and author in the field of organisation design and development in all its manifestations. She has experience both as a corporate employee of large multinational companies, including Price Waterhouse, British Airways, Marks &

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QOrganisation design means holistic thinking about the organisation: its systems, structures, people, performance measures, processes and culture, and the way the whole operates in the environment. QDesigning for the future is a better bet than designing for now.

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She is the author of numerous articles and two books on organisation design, including The Economist Guide to Organisation Design. About the book An organisation's culture either gives it a competitive advantage or a competitive disadvantage.

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Change is a powerful force, but one that must be directed if it is to have a positive and calculated outcome. It can be shaped according to the needs of an organisation to grow or contract, respond to competition or threat, or simply to keep pace with the

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