Organization Design Services



Equip your organization to thrive amid constant change by designing structures and aligning talent to meet the challenges and opportunities of tomorrow.

Design for What's Next

In a federal landscape defined by constant change, your workforce is both your agency's greatest strategic advantage and its greatest risk. Mission success now depends on how quickly and effectively you can realign your structure, talent, and capabilities to meet emerging priorities. The question isn't whether change is coming—it's whether your organization will be ready for it.

Stay Ahead of Change

Federal missions are evolving faster than ever and organizations built for yesterday's challenges can't always meet tomorrow's demands. OPM's organization design experts help you evaluate your organization's structure, talent, and capacity through a forward-looking, data-driven lens.

Our objective analyses and actionable recommendations give you a clear roadmap to:

- Right-size your workforce and align talent to critical mission areas.
- Identify structural barriers and opportunities for greater efficiency.
- Justify organizational changes with confidence, backed by data and evidence.

By investing in organization design efforts today, agencies build the agility and capability needed to overcome challenges and achieve long-term mission impact.

Learn more: HRStrategy@opm.gov | opm.gov/org-design

Scope of Services

Our facilitative, data-driven approach goes beyond charts and boxes. We've helped agencies across government build the systems, culture, and leadership alignment that make change last.

Strategy and Alignment

- Strengthen leadership alignment to unify direction and execution
- Streamline operations to improve decision-making and accountability
- Align workforce capacity with future mission needs
- Support transformation to improve engagement and mission delivery

Organizational Consulting

- Deliver end-to-end organization design and implementation
- Define future-state visioning and strategic alignment
- Assess and optimize structure (roles, layers, spans of control)
- Engage stakeholders and support culture alignment

Training and Workshops

- Workforce Transition Planning
- Change Management and Readiness
- Process Improvement
- Organization Design for Leaders
- Organization Design for Strategic and HR Practitioners