



# We know a restructure affects everything. Not just reporting lines, but how the whole organisation works.

An organisational restructure changes the shape of the organisation. But it also changes how decisions flow, how teams collaborate, how knowledge moves, and how people experience their working lives. A restructure that only considers reporting lines and headcount misses most of what actually matters.

Too often, restructuring is treated as a mechanical exercise - drawing new boxes, moving people around, and hoping everything settles. But organisations are not machines. Change the structure and you change the patterns of how everything works. If those patterns are not considered, the new structure can create as many problems as it solves.

## We help organisations where...

You need a structure that works for where your organisation is heading - and you want to get people there well.

### You want a structure that reflects how work actually flows

We help you design around real patterns of collaboration, not just reporting lines

### You want people to feel clear about their role and how they contribute

We help you create clarity that goes beyond the org chart - into daily practice

### You want the transition to strengthen the organisation, not just rearrange it

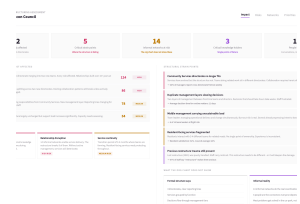
We help you see the whole system - so structural change creates momentum, not confusion

### You want people to come through the change feeling confident about what's next

We help you bring people with you - so the new structure starts with energy, not anxiety

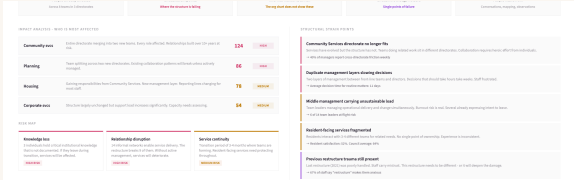
## Structure should serve the work, not the other way around

Most restructuring starts from the org chart - who reports to whom, how many layers, how many spans. But the org chart is a picture of authority, not a picture of how work happens. The real question is: what does the organisation need to be good at, and what structure would best support that?



# Four connected areas of work

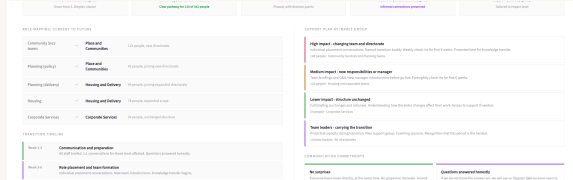
Every restructure is different - different drivers, different scale, different context. But our organisational restructuring consultancy typically moves through four connected areas - understanding how the current organisation works, designing a structure that serves what is needed, supporting people through the transition, and building capability to keep developing the organisation over time.



**01**  
**Understand**

Before redesigning the structure, you need to understand the organisation you actually have - not the one on the org chart. How does work actually flow? Where are the real bottlenecks? Where does collaboration happen naturally and where is it forced? What are people genuinely good at?

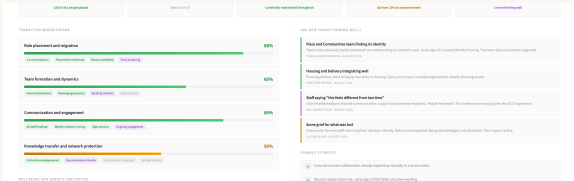
*A clear picture of how the organisation actually works - the foundation for designing a structure that genuinely fits.*



**02**  
**Co-design**

The strongest structures are designed with the people who understand how work actually happens. Leadership sets the direction, but the people closest to service delivery, collaboration, and daily operations bring essential insight that no org chart exercise can capture.

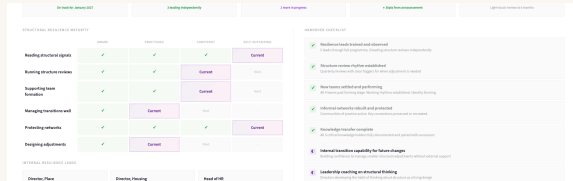
*A structure designed around how work actually needs to flow - with genuine buy-in from the people who will make it work.*



**03**  
**Implement**

A restructure on paper is one thing. A restructure in practice is entirely another. People are moving into new roles, new teams, and new reporting relationships. Old habits persist. New expectations are unclear. The gap between the planned structure and the lived reality is where most restructures lose momentum.

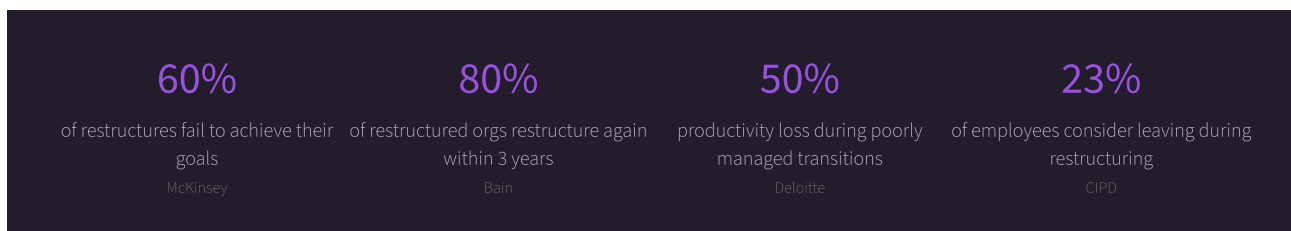
*A transition that is managed with care, clarity, and practical support - so the new structure starts delivering sooner rather than stalling.*



**04**  
**Build capability**

The best structures are not static. They evolve as the organisation learns, grows, and adapts. Our goal is to leave you with the capability to keep developing how your organisation is designed - adjusting, refining, and improving as needs change.

*An organisation that can keep developing its own structure and ways of working - adapting as needs change rather than waiting for the next big restructure.*



## OUTCOMES

# What becomes possible

Organisations we have partnered with through our organisational restructuring consultancy describe something that goes beyond the new org chart. The work flows better. Teams that were stuck find new energy. People understand their role and how it connects to the bigger picture.

**Work that flows** Because the structure was designed around how work actually needs to happen

**Clearer accountability** Because roles and responsibilities were designed thoughtfully, not just allocated

**Teams that work** Because the transition was supported properly and teams had time to form

**Less disruption** Because people were involved in the design and understood the rationale

**A structure that lasts** Because it was designed to adapt, not just to solve today's problem

*A restructure done well is an opportunity to make the organisation genuinely better - not just different. The goal is not a new chart, but a new way of working that serves everyone.*

Ready to explore what this could look like for your organisation?



hello@mutomorro.com  
mutomorro.com

London  
86-90 Paul Street  
London EC2A 4NE

Glasgow  
15 Candleriggs Square  
Glasgow G1 1TQ

