

Galbraith's “Five Stars” Model for Organizational Design

Galbraith's Five Stars Model for Organizational Design is a framework for designing and analyzing organizations. It describes the key elements required to create an effective organizational structure.

The five strategic elements are: **1. Strategy & Policy 2. Structure 3. Systems 4. Shared Values 5. Style**

More information on this model is available here: <https://digitalleadership.com/UNITE/galbraith-star-model/>

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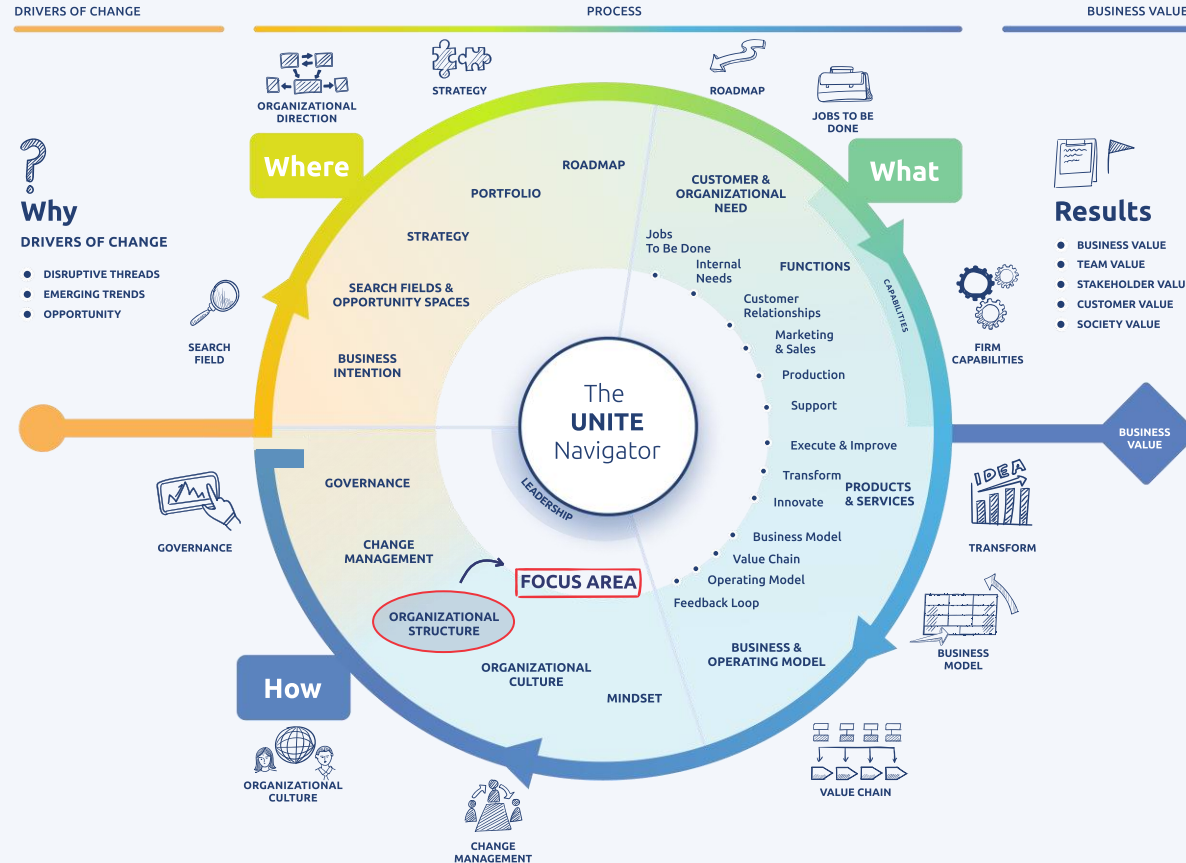
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THE UNITE NAVIGATOR – An overview and introduction to all UNITE models



- > The UNITE models are the by far largest library of innovation and transformation models on the Internet. They cover all areas of digital strategy, innovation, transformation as well as any related field.
- > The UNITE Navigator provides an introduction and overview of all digital-related fields.
- > As part of this presentation, we will focus on *Organizational Design*

Background to Galbraith's "Five Stars" Model for Organization Design

Why we use it

By using Galbraith's Five Stars Model, organizations can design a structure and culture that supports their goals and objectives, leading to increased effectiveness and improved performance.

The Galbraith's Five Stars Model is not a one-time, static event, but an ongoing process of continuous improvement. Regular review and revision of the template helps organizations maintain alignment and integration among the five components.

How it works

Completing a Galbraith's Five Stars Model for Organizational Design template typically involves the following steps:

1. Define the organization's goals, objectives, and strategy.
2. Design the organization's structure, including roles, responsibilities, and relationships, to support the strategy.
3. Establish processes, technology, and information systems that support the structure.
4. Build a culture that supports the organization's strategy, structure, and systems by establishing shared values, beliefs, and behaviors that align with the organization's goals.
5. Develop a leadership and management style that supports the organization's strategy, structure, systems, and shared values. This includes developing leadership and management practices that align with the organization's goals and culture.

Each of these five components can be mapped out in a template, with specific information about the organization's goals, objectives, strategy, structure, systems, values, and style. The template can be used as a tool for analysis and design and can be modified over time as the organization evolves.

What is the goal

By using Galbraith's Five Stars Model, organizations can **design a structure and culture that supports their goals** and objectives, leading to increased effectiveness and improved performance.

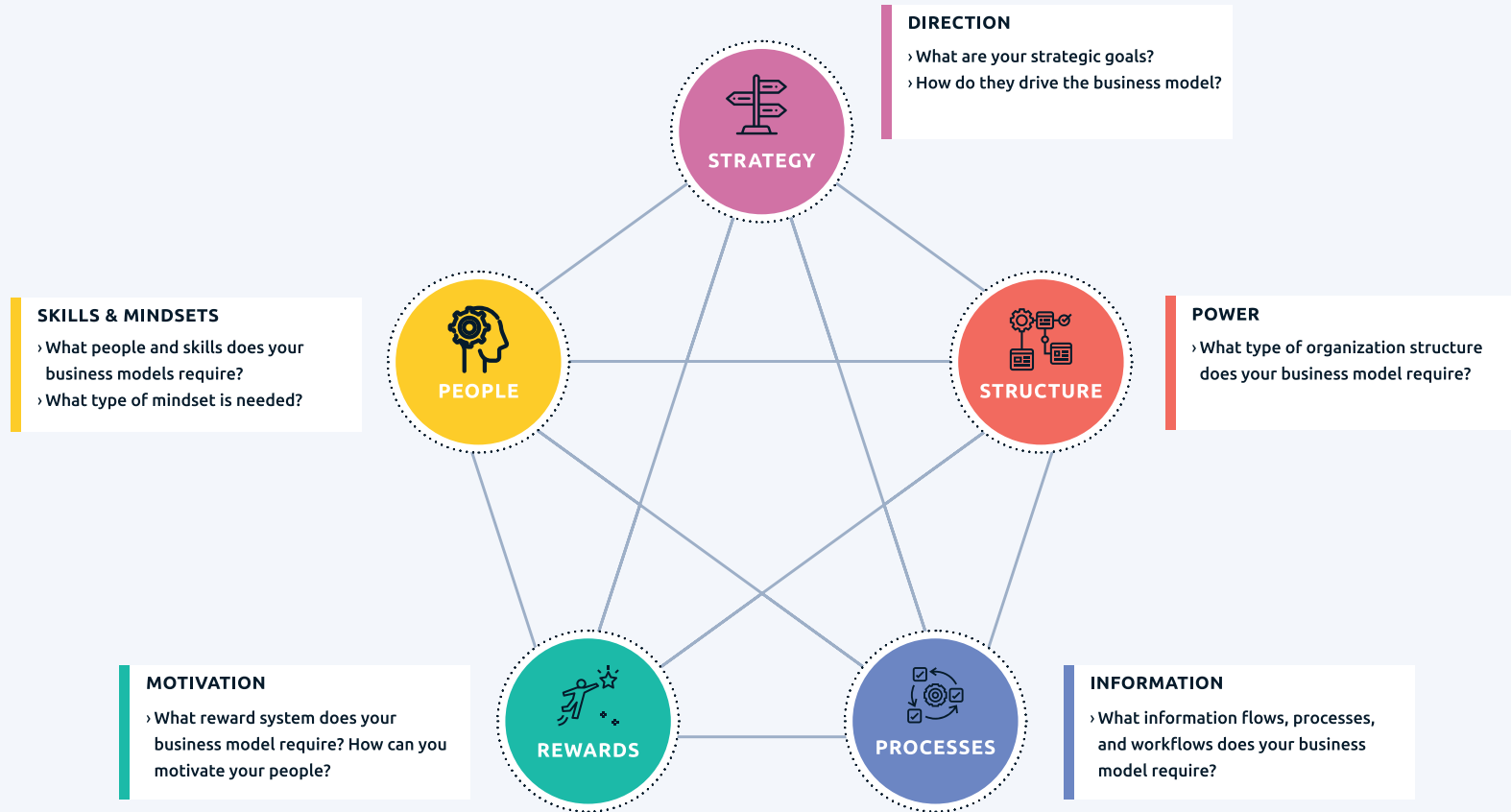
Galbraith's "Five Stars" Model Definition

We use Galbraith's Five Stars Model for Organizational Design because it provides a comprehensive framework for designing organizations that are aligned and integrated in the following ways:

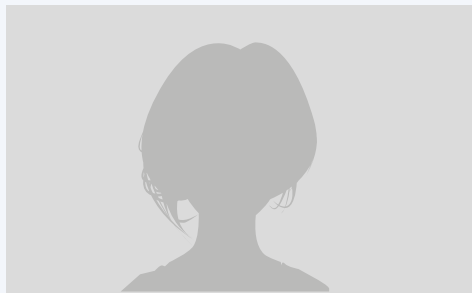
- > It aligns the organization's strategy with its structure, systems, values and style.
- > It ensures that all components of the organization are integrated and support each other.
- > It helps organizations to identify areas for improvement and to design changes that will increase their effectiveness.
- > It can be applied to organizations of different sizes and industries.
- > It provides a roadmap for change and implementation.

The model arranges five business elements into a star-shaped diagram that depicts how each of these pieces of your business are reliant upon the others.

GALBRAITH'S "FIVE STARS" MODEL FOR ORGANIZATIONAL DESIGN



Main authors



<<this could be you>>

Your title and job

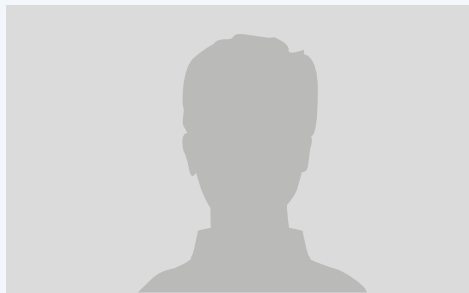
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Your title and job

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HOW TO CREATE INNOVATION is a practical, comprehensive, OpenSource guide for successful innovation and digital transformation. The UNITE initiative and movement, supported by a global team of industry leaders and innovation researchers, aims to spark a revolution in global innovation and transformation.

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Discover our Digital Transformation Practice

Digital transformation is an art few manage well



Digital transformation is often much more complex than we think. You often touch one element to find out that it has systemic impacts on all other areas.

In addition, we find strategies to be stuck too often in silos. Rather than focusing on one bit, we bridge the silos, develop a vision everybody will buy into, and create a unifying strategy and roadmap for getting there, including realigning the value-, service-, experience- and operating model.



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DISCOVER MORE ➤



Take control of your game!
Schedule your free business
assessment call with our team!

Discover our Culture & Organizational Change Practice



Don't let a decoupled culture and structure hold your business back

Do you know why most innovation and transformation projects fail?

Organizations are pumping plenty of cash into innovation and transformation initiatives. The problem is that the expected results often fail to materialize.

The primary issue is not one of ideas or directions – initiatives get stuck in strategy-execution. Let's thus turn the number one innovation obstructor in the best business enablers ever.

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Thank you!
Let's UNITE and create a world worth living in!

Do you want to share your knowledge as well?

Share my knowledge with the world!