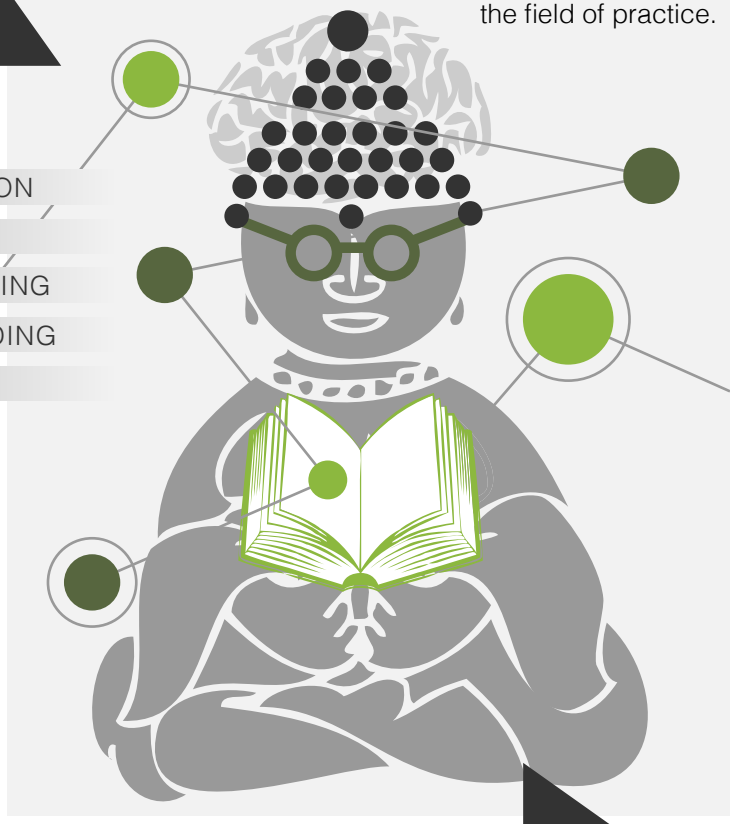
C MULTIDISCIPLINARY

Experienced practitioners who conduct organization design projects occassionally in conjunction with other organizational responsibilities.

D SCHOLAR PRACTITIONER

Thought leaders and design practioners whose practice is predominantly organization design and who help advance the field of practice.



EXPERT

COLLABORATION

PRESENCE

STRETCH THINKING

PRACTICE BUILDING

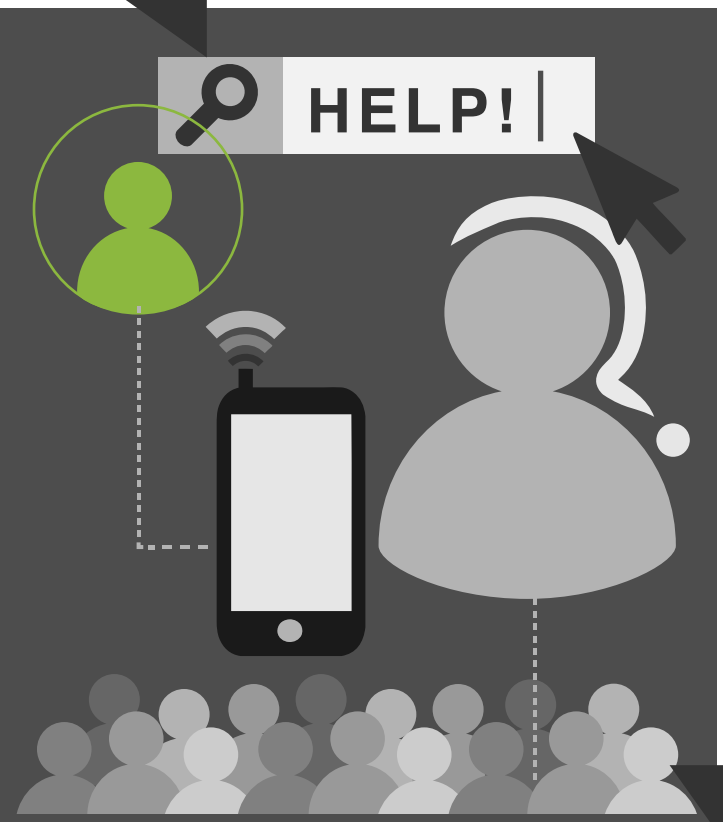
NETWORKS

PRACTIONER

IMPLICIT **FREQUENCY OF DESIGN WORK** EXPLICIT

FLUENCY

NOVICE



Individuals seeking information about organization design or access to organization design practitioners.

A BROKER

Individuals who have new or expanded responsibilities for organization design or related projects, are new to the field or facing an unfamiliar challenge, and are seeking training, models, priniciples and methods.

B LEARNER