



# Designing Your Organization: Using the STAR Model to Solve 5 Critical Design Challenges

*Amy Kates, Jay R. Galbraith*

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*Designing Your Organization* is a hands-on guide that provides managers with a set of practical tools to use when making organization design decisions. Based on Jay Galbraith's widely used Star Model, the book covers the fundamentals of organization design and offers frameworks and tools to help leaders execute their strategy. The authors address the five specific design challenges that confront most of today's organizations:

- Designing around the customer
- Organizing across borders
- Making a matrix work
- Solving the centralization—and decentralization dilemma
- Organizing for innovation



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