



TRIVERA SCALING & STRUCTURE PLAYBOOK

Build an organization that grows with you

Rapid growth exposes cracks in structure, roles, and leadership alignment. The TRIVERA Scaling & Structure Playbook provides a blueprint to stabilize and grow sustainably. We analyze your organizational architecture, leadership depth, and decision rights, then redesign them for scalability, accountability, and performance.

Playbook Phases

1. **Scaling the Organization** – Redesign structures, roles, and governance to support scalable, accountable growth.
2. **Building High-Performing Teams** – Align talent and leadership capabilities to strategic goals with development roadmaps.
3. **Interim Operations Leadership** – Provide fractional operations leadership to stabilize operations and guide transformation.
4. **Interim Professional Services Leadership** – Strengthen PS operations with new delivery models, margin management, and leadership systems.
5. **Transformation Enablement & Change Management** – Ensure new structures take hold with strong adoption, communication, and reinforcement.

Deliverables You Can Expect

- Organizational Design Blueprint • Leadership & Talent Development Plan
- Governance & Cadence Model • Performance & Capacity Dashboards
- Change Management Playbook • Interim Leadership & Transition Reports

Outcome: *A scalable organizational structure, capable leaders, and repeatable management systems that enable confident, sustainable growth without chaos or cultural erosion.*

