

Map Your Design Space

“Think about a current or recent organizational challenge. This might be something that requires structural reorganization or some larger team or process inefficiencies. What are your genuine non-negotiables, what are inherited assumptions, and what might be testable?”

Instructions: Working individually or in a small group, complete each box below. Be as specific as possible. Push yourself to distinguish what is actually fixed from what merely feels fixed. If it initially appears like an item fits in multiple boxes, pick the closest one. An item cannot be in multiple boxes. You can iterate later.

Identified Challenge <i>What is the org challenge and why does it matter?</i>	
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Fixed Constraints <i>What limitations (e.g. legal, fiscal, accreditation, contractual) exist?</i>	
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Assumptions as Constraints <i>Habit, tradition, preference, fear</i>	
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Political / Relational Realities <i>Who shapes what’s possible outside your team?</i>	
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Design Space That Remains (IDEAS) <i>This is where genuine opportunity exists after accurately mapping the total design space and constraints above.</i>	
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Name: _____	Organization: _____
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Build a Test-Fit

“Take one idea from your IDEAS box above and design a provisional test-fit rather than a permanent solution.”

Instructions: Complete each field for one specific component of the structural challenge. Focus on hypotheses, signals, and reversible moves — not the final org chart or plan.

Restated Challenge <i>What is the org challenge and why does it matter?</i>	
Test-Fit Idea <i>The idea from your IDEAS box that you will try</i>	
What We're Testing <i>If we do X, we anticipate Y will happen</i>	
How We'll Know It's Working <i>Leading indicators and early signals of success</i>	
Feedback Sources <i>Who gives input and through what channel</i>	
Review Cadence <i>Circle one and note the date: 30 days ___ / 60 days ___ / 90 days ___</i>	
Adjustment Triggers <i>What conditions would cause you to revise or discard this design?</i>	

This is one cycle and will be repeated! Review, refine, and adjust the test-fit to best fit your organization.

Name: _____	Organization: _____
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