

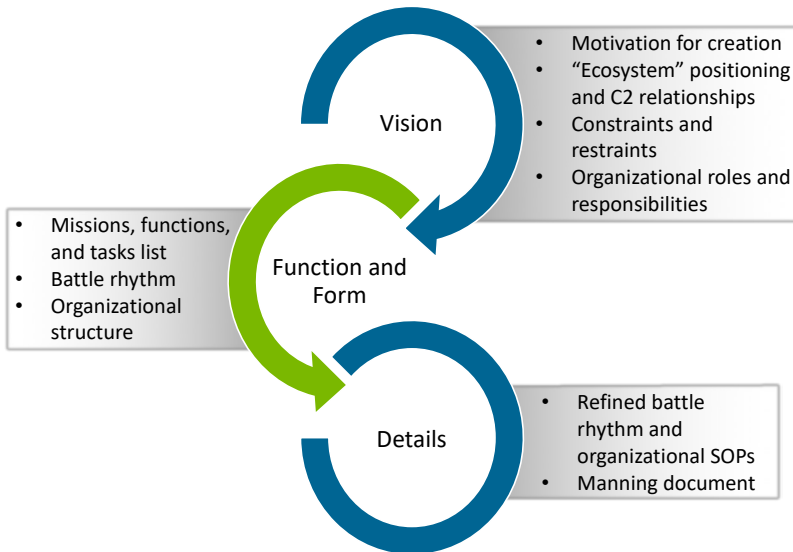


# DESIGNING AND TESTING PURPOSE-BUILT ORGANIZATIONS

There is no algorithm for designing organizations — and no proof before implementation that they can satisfy a need. And yet, senior leaders are regularly faced with the need to create organizations and the expectation that they will meet their intent. More challenging still, they must rationalize their resource requests for standing up the organization.

By combining our deep expertise in military organizational design and boutique wargame development, CNA offers a campaign plan that purpose-builds and stress-tests an organization — and provides analytic justification for all elements of the design. Using the “cycle of analysis” first described by CNA’s world-renowned wargaming expert, Dr. Peter Perla, we leverage organizational studies, wargames, and analysis to progressively develop and refine organizations from initial concept to final manning document.

## Organizational Development Lifecycle



## Our Process



This process can be tailored to the needs of each problem. With CNA’s unique combination of analytic and wargaming expertise, we can assist existing organizations to refine their roles, structure, processes, or sizing and can assist in the development of a new organization from a “clean sheet.”

## ABOUT CNA

CNA is a nonprofit research and analysis organization dedicated to the safety and security of the nation. It operates the Center for Naval Analyses and the Institute for Public Research. With nearly 700 scientists, analysts and professional staff, CNA takes a real-world approach to gathering data. Its field program places analysts on carriers and military bases, in squad rooms and crisis centers, working side-by-side with operators and decision-makers. CNA supports naval operations, fleet readiness and great power competition. Its non-defense research portfolio includes criminal justice, homeland security and data management.

For more information please contact:  
Ms. Margaux Hoar, Research Program Director  
Organizations, Roles, and Missions  
703-824-2205  
hoarm@cna.org

Dr. Jeremy Sepinsky, Senior Research Scientist  
Wargaming and Integration  
703-824-2519  
sepinskyj@cna.org