

Managing organizational alignment in cloud migration



Cloud migration needs well-informed, skilled people to organize and manage the project in alignment with clearly defined business objectives. Here we look at the steps needed to establish an organizational structure that will deliver an effective model for cloud adoption.

Step 1

Structure – Define the right organizational structure for your operating model.

The structure of the operating model does not need to reflect the organization's hierarchical structure; it needs to reflect roles and responsibilities and the alignment to objectives. This may take the form of virtual teams.

Step 2

Functions – Define the functionalities you need for cloud adoption.

This should include functions that deliver technical solutions, strategies that align with business needs, operation functions that support the adopted solutions, functions that look to improve agility and resiliency, and that can manage risks and capture opportunities for innovation.

Step 3

Team – Define the team structures that will provide the cloud functions you need.

Aligning the people who will make the cloud migration plan a reality is paramount. This is also about aligning the business and IT cultures.

Step 4

Responsibilities – Define the roles and responsibilities of each team.

Each team needs to fully understand what they are responsible for and how they will be held accountable. This will include what outcomes they are responsible for achieving, which other teams they need to collaborate with, and which teams they need to share information with as the project progresses.

Organizational alignment

Organizational alignment doesn't happen overnight, but it is important to start the process and manage it well so that it establishes over the long term. Here we look at the best practices that will help you to develop your alignment plan and make sure your teams are prepared for cloud migration.

How to get started

To get started, the best practice would be to establish teams that are responsible for the migration process, which will include working

with speed and agility, and a team that is accountable for the leadership of the adoption project, which will include managing risks and spotting opportunities for innovation. You will also need to map out tasks and expected outcomes. While looking at tasks, now is the time to look at automation and how the organization can benefit from increased speed and consistency by automating repeatable tasks.

Align people to capabilities

Here you need to focus on making sure the right people with the right skills are in the right teams and that those

teams are allocated the right tasks. Work out who will be responsible for the technical tasks, who will deliver technical changes, and who will be responsible for leading risk mitigation and governance controls.

Developing the organizational structure

Your cloud migration plan will evolve, and all the teams involved need to be prepared for this. Agility and resilience will be required so teams can pivot to accommodate changes when necessary. You will need a team dedicated to the strategy of the plan so

they can drive the direction and keep alignment with business objectives on track. Leaders of each team will need to be on the ball and keep day-to-day tasks and long-term plans heading in the right direction to ensure your cloud migration project is successful.

Want to know more?

Visit this page to learn more about moving to the cloud.

[Click here](#)

