

USE CASE

Reorganization: Centralization Through a New Regional Structure



What is the topic?

To meet market demands, a logistics group introduces a regional structure represented by a new leadership level. As a result, decision-making authority and responsibility at local sites are transferred to the regional level and central functions.



What is the main challenge?

- The introduction of a new regional structure alters established responsibilities: decision-making power shifts from individual sites to regional units.
- The pressure to quickly adapt to changing market conditions accelerates the pace — challenging companies to rethink communication channels and modes of collaboration.
- Clear ground rules must be established, and cross-functional and cross-site cooperation must be intentionally shaped.



What does MES stand for in this change?

- We deliberately position ourselves as a neutral link between hierarchical levels and central functions.
- At this interface, we foster mutual understanding, bring shared tasks and goals into focus, and provide sustainable training in the necessary skills.



What does a process outline look like?

- Openly address the emotions of recent years and acknowledge different perspectives.
- Make the necessity for change transparent in order to enable a constructive dialogue about the target vision as well as opportunities for participation and influence.
- Additional supporting modules combine method training with practical application in a hybrid format.
- Leaders take part in interactive workshops where they learn communication and leadership techniques.
- They apply the methods learned in direct exchange with representatives from central functions to clarify expectations and needs, reach consensus, or address resistance within the current change process.

Feeling inspired by change?
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