



Concept-to-Practice Project

A leading global medical technology company that specializes in innovative healthcare solutions, which includes surgical equipment, orthopedic implants, neurotechnology, and spine products.

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Future Impacts on Stryker



Global Impacts	Impact on Stryker
Technological Impacts	AI, R&D needed to have edge
Demographic Shifts	Aging population, demand for health and medical
Sustainability	Mounting pressure from media, consumers, and investors
Regulatory Standards	Always evolving regulations and standards in healthcare
Workplace Culture	Evolved customs to fit the needs of the new generations



Assessing the Organization Plan

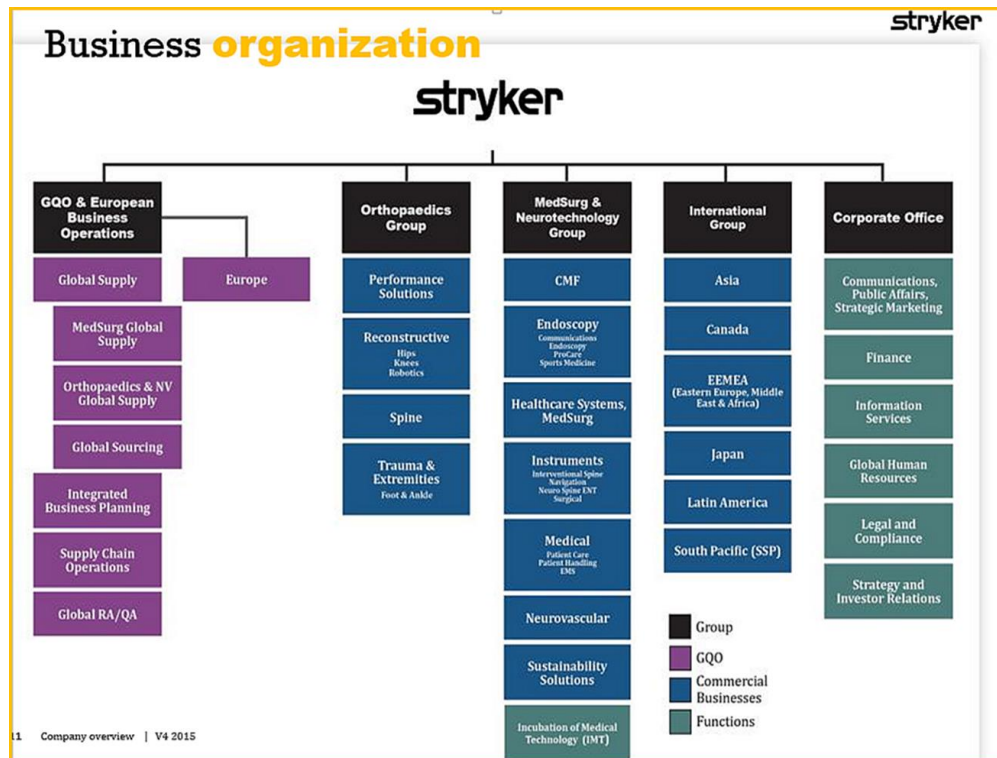


Mission

Together with our customers,
we are driven
to make healthcare better.

Vision

We're on a mission to
make healthcare better.
Join us.



- **Mission and Vision:** Needs to incorporate more about sustainability, accessibility, and culture
- **Structure:** Need more communication and cross-functionality to address companies needs
- **Sustainability:** Efforts are there but not on the scale it should be for a company that operates in over 75 countries

The Redesign



Mission:

Driving innovation, sustainability, and accessibility together with our customers, we are committed to making healthcare better

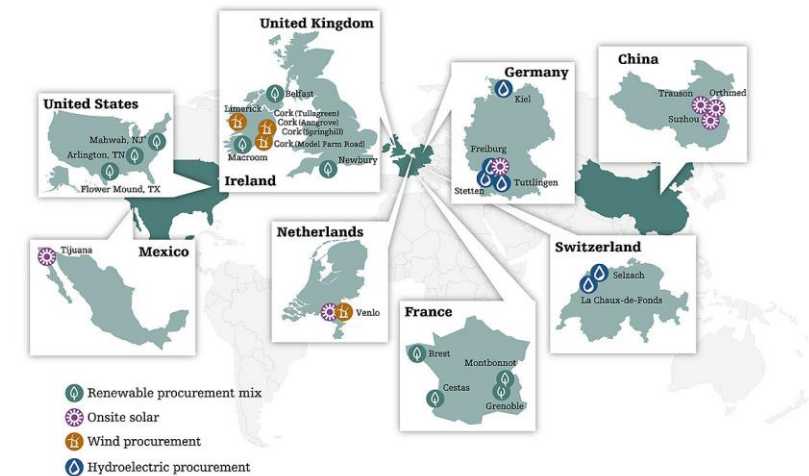
Vision:

The global leader in innovative, inclusive, and sustainable medical technology

Proposed Organizational Structure: A Matrix Model

- 1. Functional Divisions:** Each division would retain its specialized expertise and operations.
- 2. Regional Divisions:** Regional teams would focus on local market needs and regulatory compliance.
- 3. Cross-Functional Teams:** Could help with Sustainability Task Forces that are dedicated to ensuring sustainability goals
- 4. Decentralized Leadership:** Employees report to both functional leaders and project or regional managers allows for shared authority and decision-making

Current Sustainability Initiatives



All Areas Located in



Forward-Looking Observations



Strengths	Weaknesses	Opportunities	Threats
• Industry leader in innovation and R&D for medical tech. • Global presence with great products	• Sustainability and Accessibility • Lack of Cross-divisional collaboration	• Scale sustainability initiatives to meet expectations • Leverage AI to optimize products and processes	• Employees conforming to workplace culture • Staying competitive against the big companies (J&J and Medtronic)

