Your manager has asked you to provide alternative organization structures for the IT organization. And structures needs to be based on the following established organizing principles:

* Planning is to be aligned with the business area clients.
* The part of the IT organization that builds IT capabilities (applications engineering / development) must strive for implementing solutions in an effective manner.
* The part of the IT organization that runs the IT capabilities (operations) must be cost efficient.
* Company developed global presence over the last two years in each of business functions (sales, marketing, manufacturing, finance, etc)

Based on all that how would I structure my IT organization, while maintaining above mentioned principles:

1. What mechanisms should be put in place to make your proposed organization work effectively?

2. How will these mechanisms make your organization work effectively?

3. What processes, program, or approach would you advise be used to grow the skills, competency, and business knowledge of the IT staff so it can support your proposed organization structure?

PS: One sentence is enough for each question.