

Organizational Architecture: Structure

PRESENTED BY:

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Meet Your Presenter



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Agenda

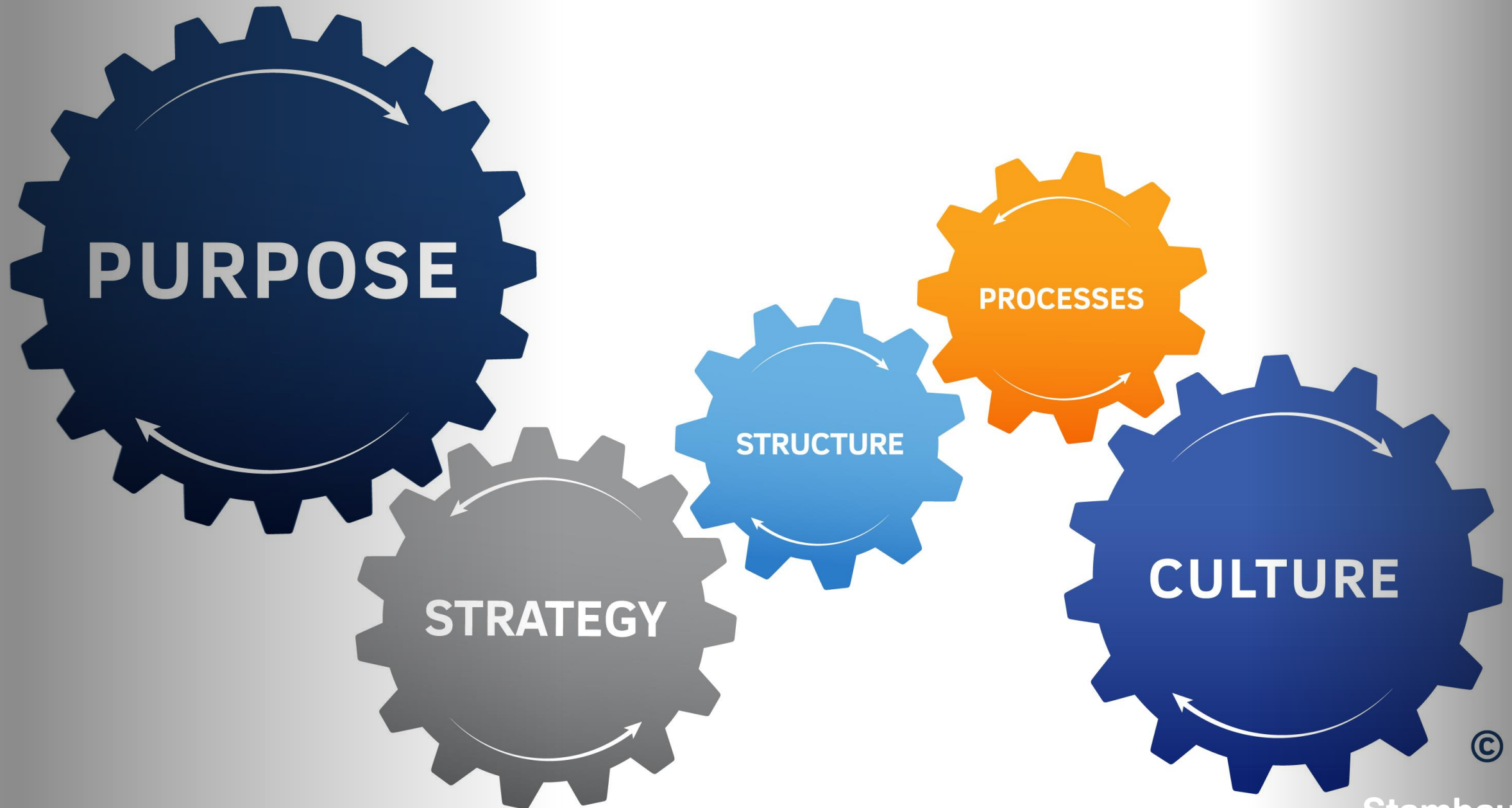
- Create a future-ready view of your firm
- Identify the appropriate functions needed to perform the core services of your business
- Establish the appropriate flow of work to minimize redundancy and gaps

Poll Question #1

What is your biggest worry with structure?

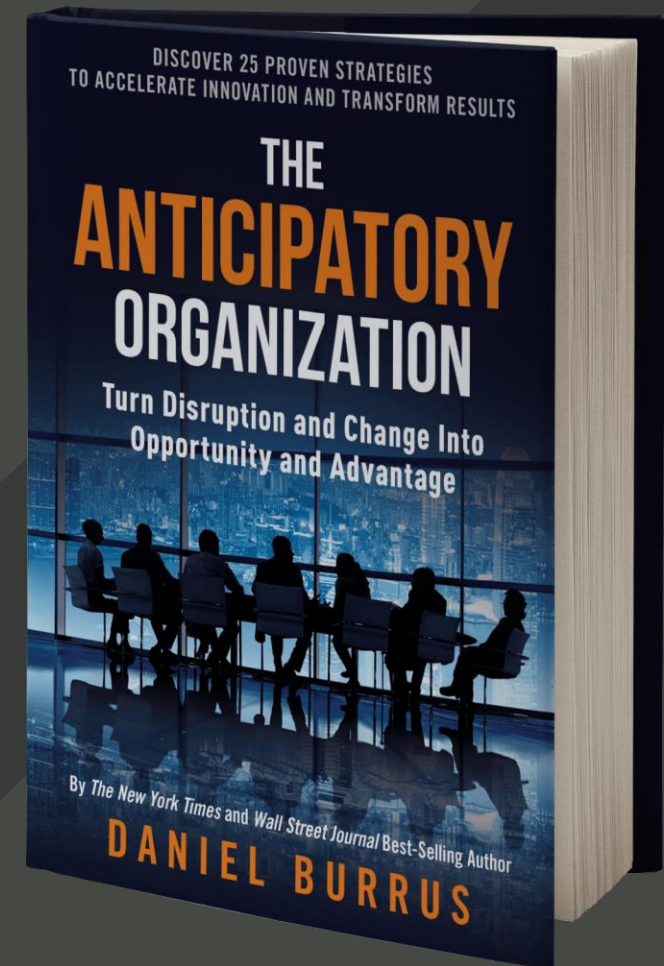
- Board of Directors
- Outgrowing current structure
- Lack of structure
- Succession planning

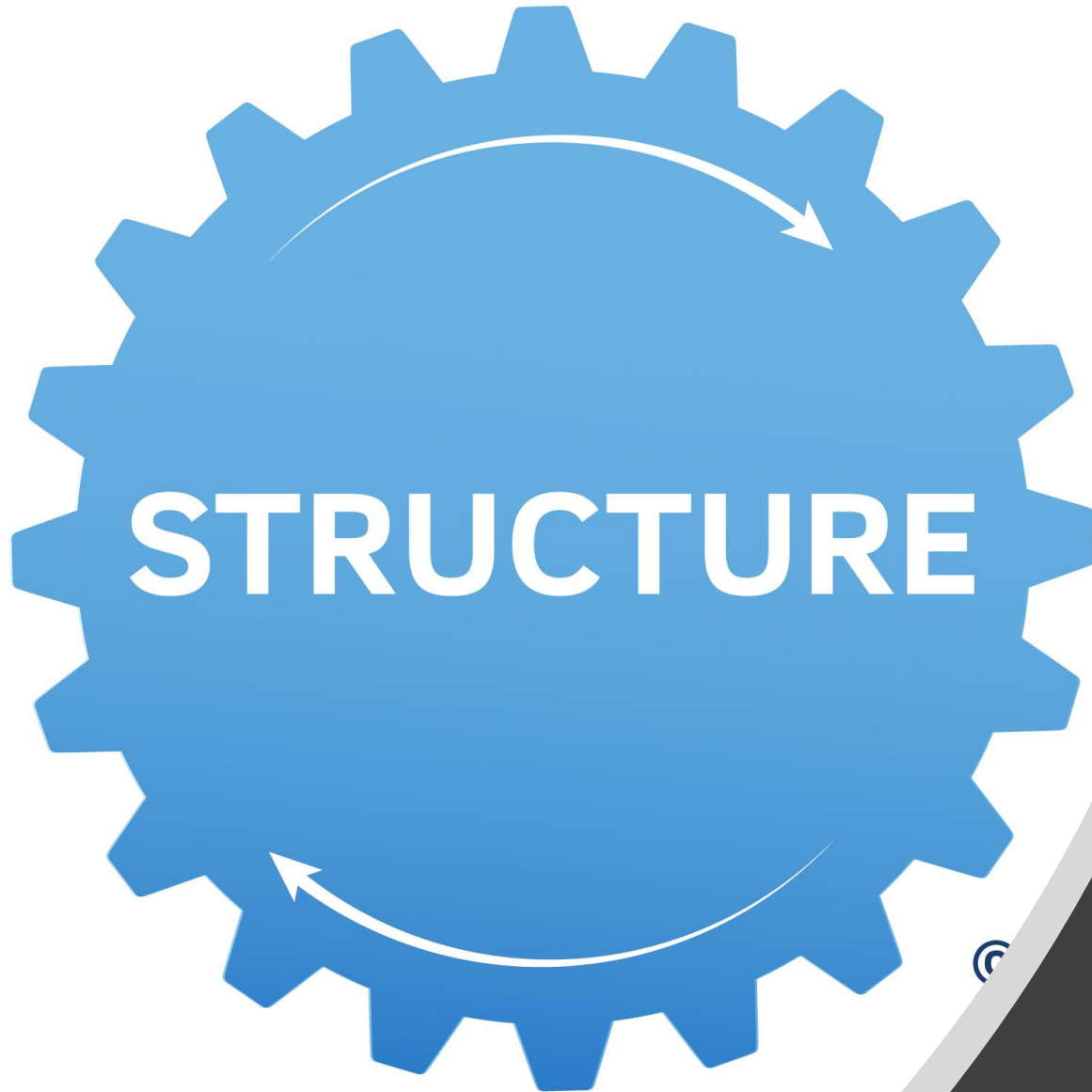




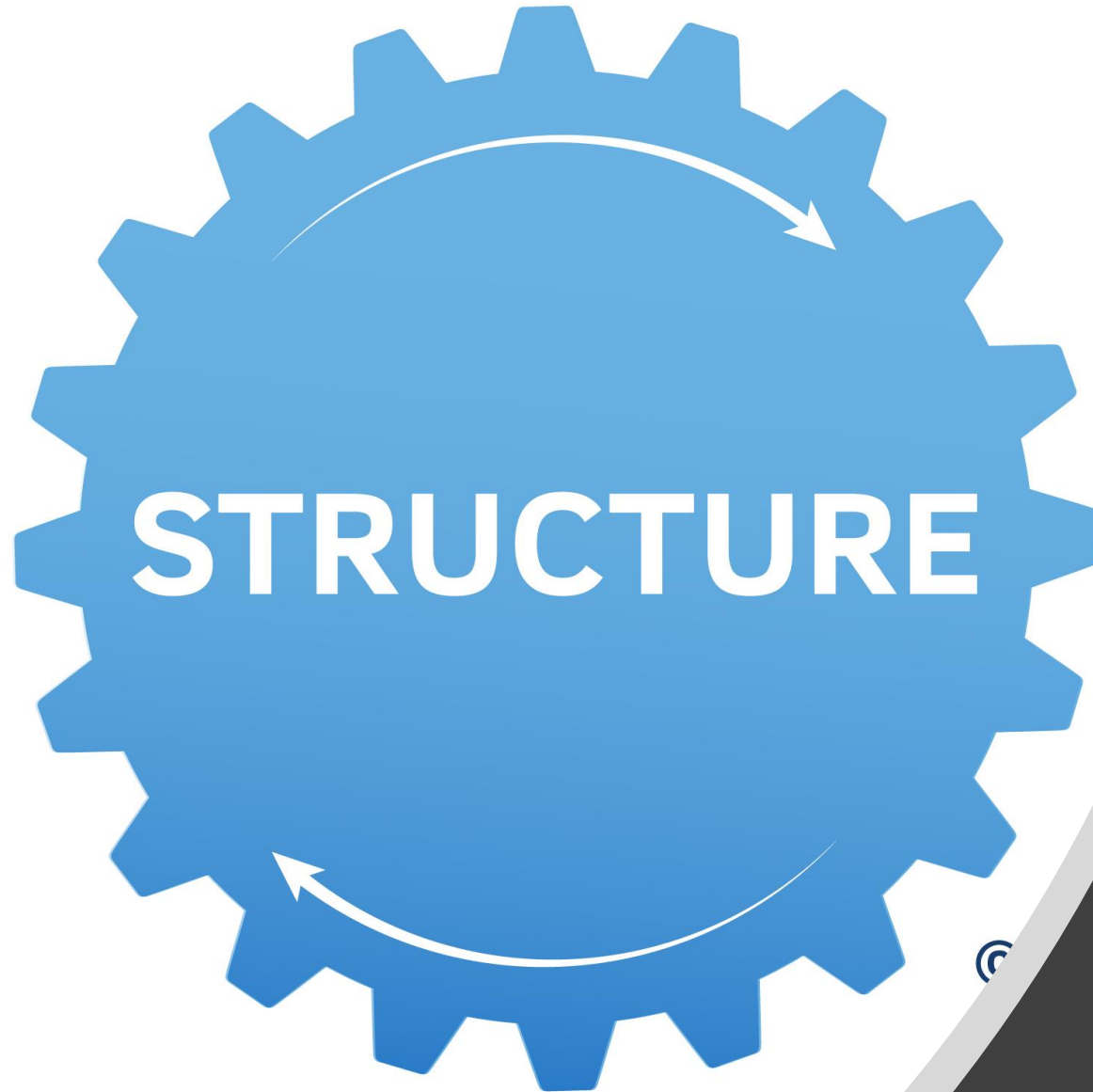
Futureview

- Next Generation
- Governance
- Internal role of Technology
- External Technology demands
- Future Services/Products

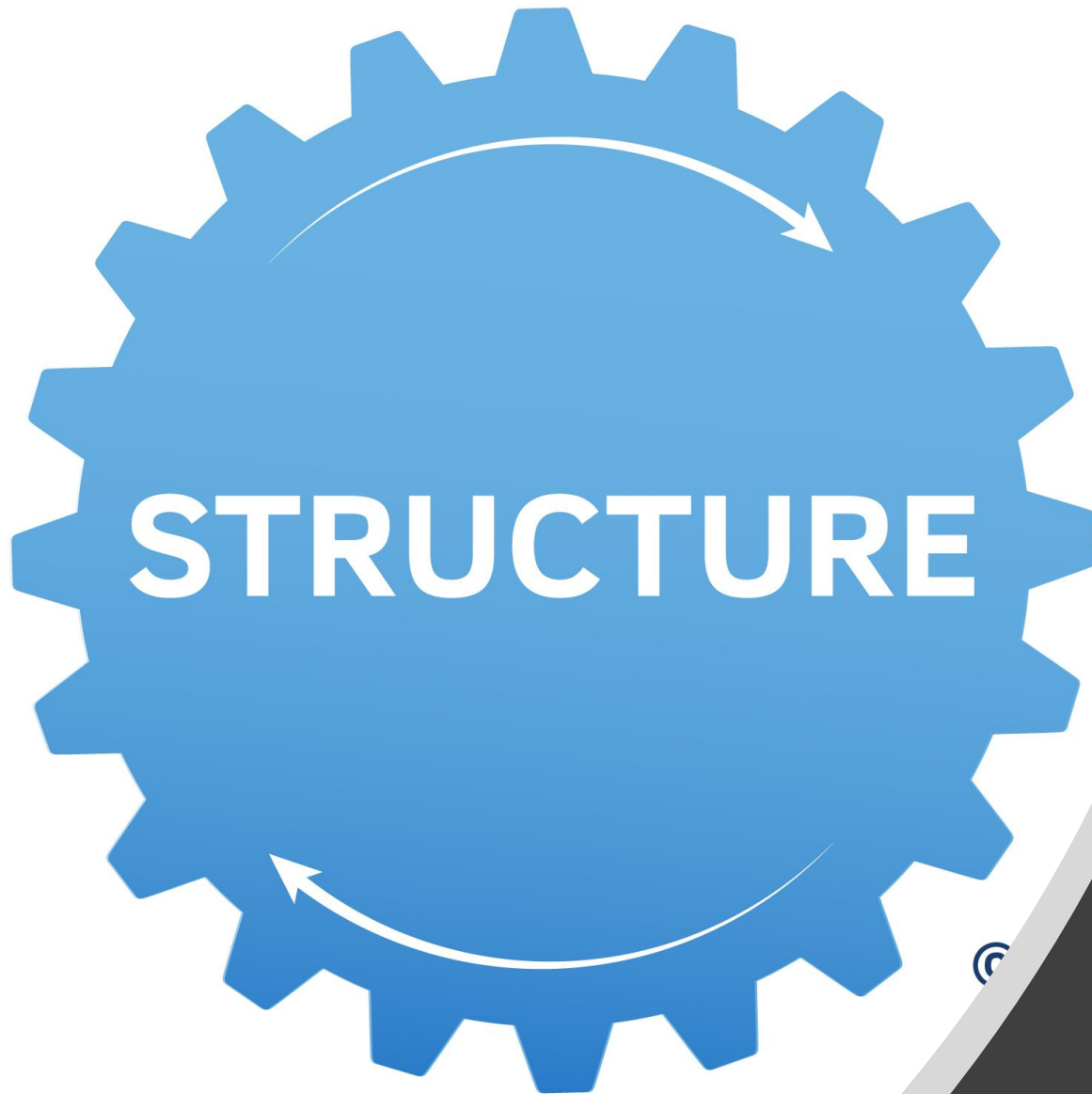




- Optimizes performance
- Maximizes value
- NOT an Organizational Chart
- Defines functional areas



- Organizational Level
- Departmental Level
- Business Life Cycle



Organizational Level

- Shareholders/Stakeholders
- Governance
- Board of Directors
- Officers

Shareholders/Stakeholders

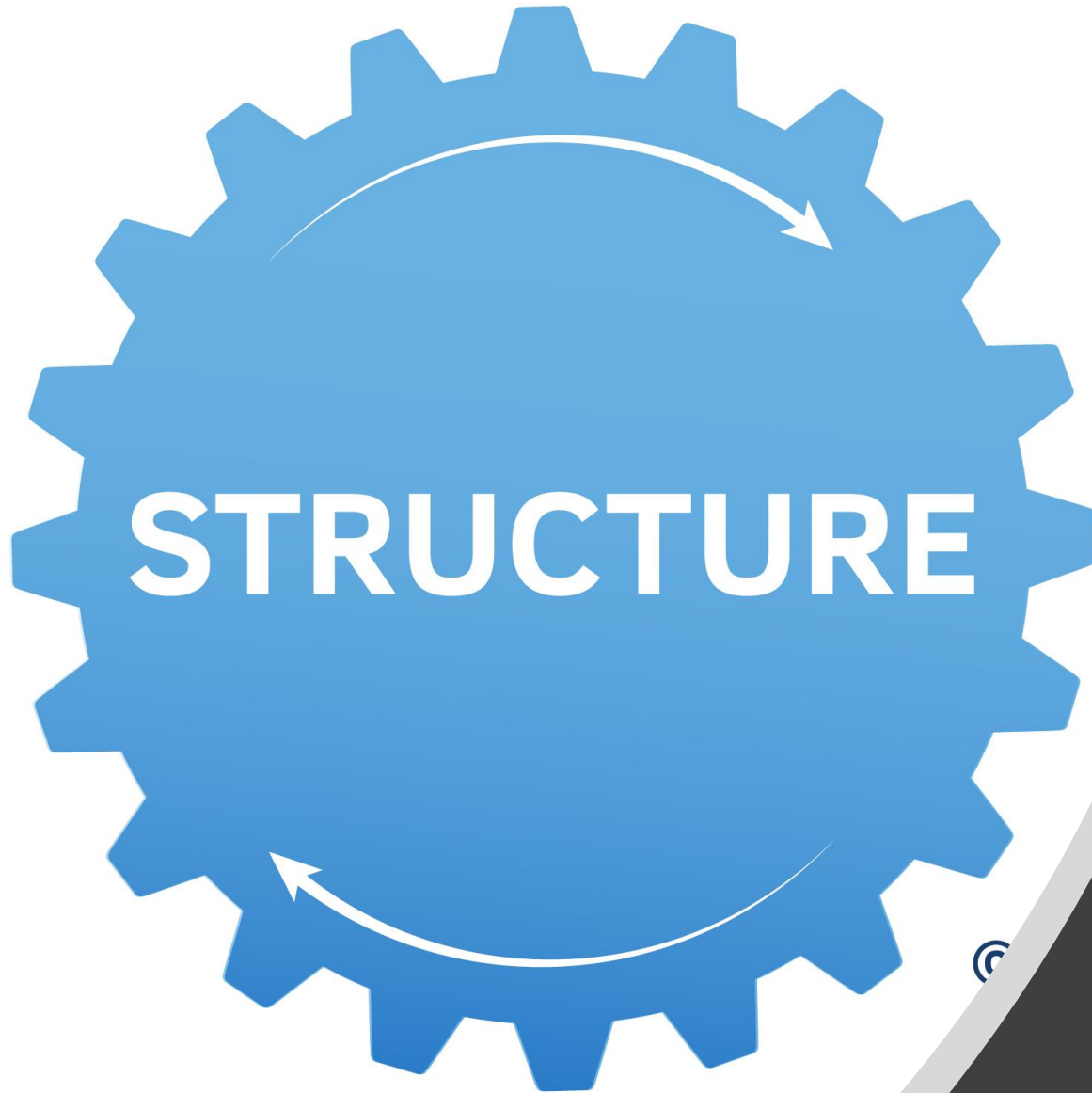
What do the owners want?

- Value
- Return on Investment
- Desired impact on community

Governance

Board of Directors and Officers of organization

- Responsible for preventing loss – reputation, assets, employees, employees, shareholders, share price, market share, and community confidence.
- Collectively has ultimate power, but individually limited
- Ensure the right CEO is selected to lead the organization forward.



Departmental Level

- Management
- Sales/Business Development
- Production
- Support/Admin

Management

~reports to the Governing Body

- CEO is responsible for the operating activities at the organizational level and hiring the right people.
- Other executives and managers for operating the organization

Poll Question #2

When is the last time you evaluated your core services?

- <1 year
- >1 year
- Never



Core Services/Functions

~what services do we perform well or products we make of high quality?

- Commodity
- Standard
- Custom
- Knowledge (implicit/explicit)

Commodity

- Explicit Knowledge
- Procedural based
- High-volume product (i.e. producing pens)
- Basic service (i.e. cleaning teeth or performing an objective test)

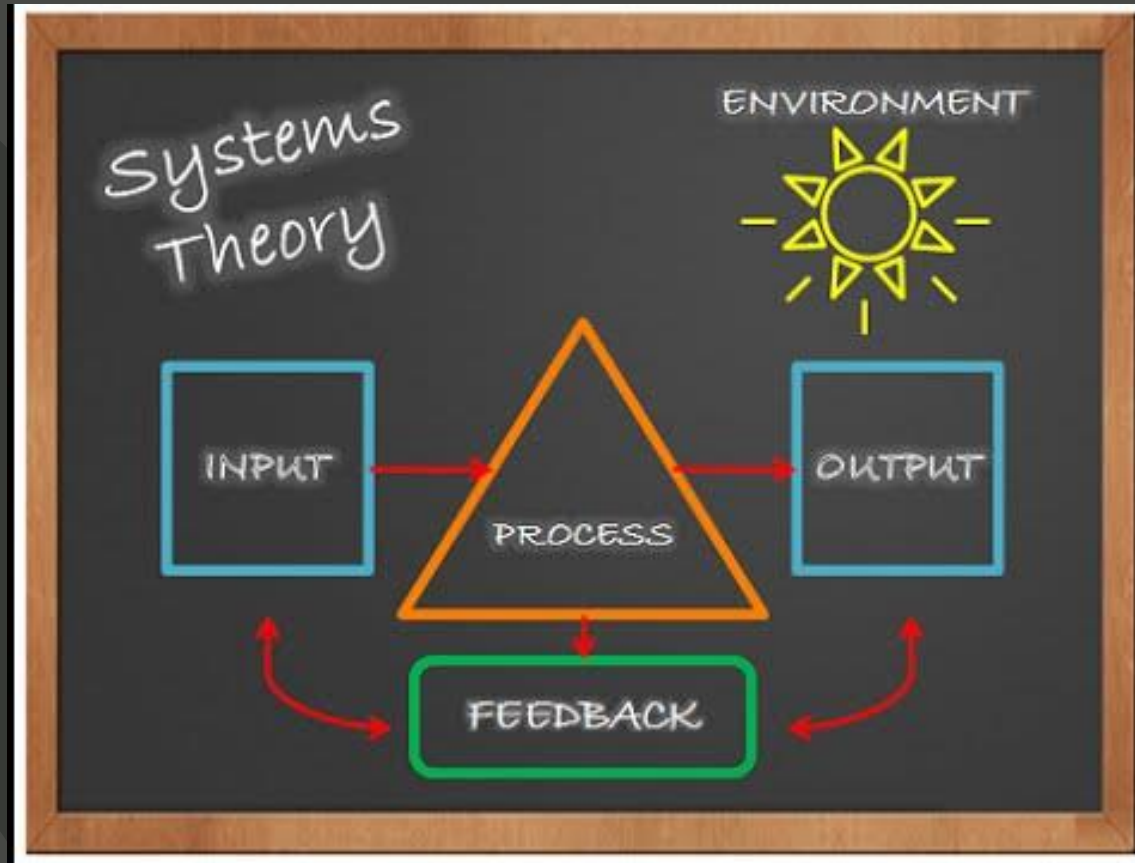
Standard

- Implicit Knowledge
- Experienced based
 - Painting cars
 - Filling a cavity
 - Drafting documents for a building or bridge
 - Military equipment

Custom

- Implicit Knowledge
- Expertise based
 - Dental surgery
 - Heart surgery
 - Engineering requiring solving a new challenge
 - Military equipment for a specialized mission

General Systems Theory

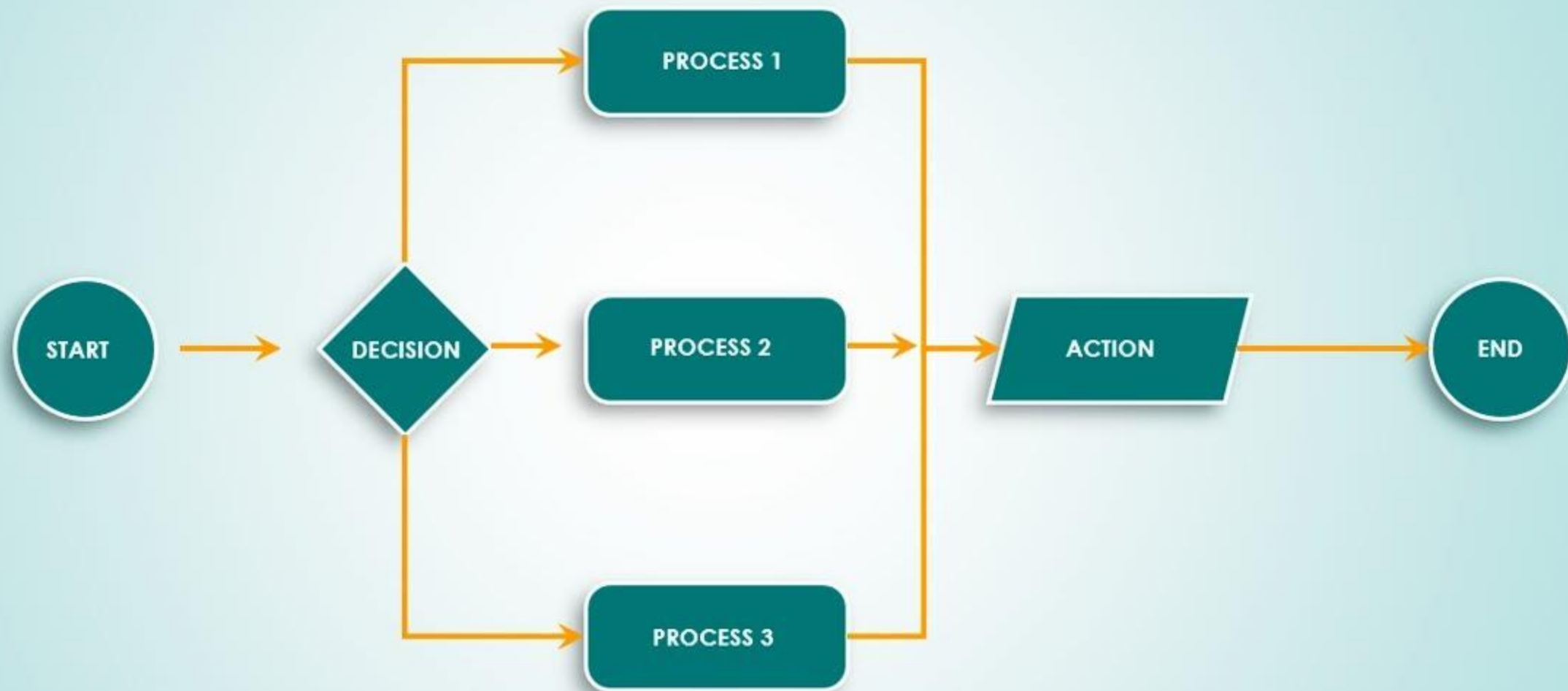


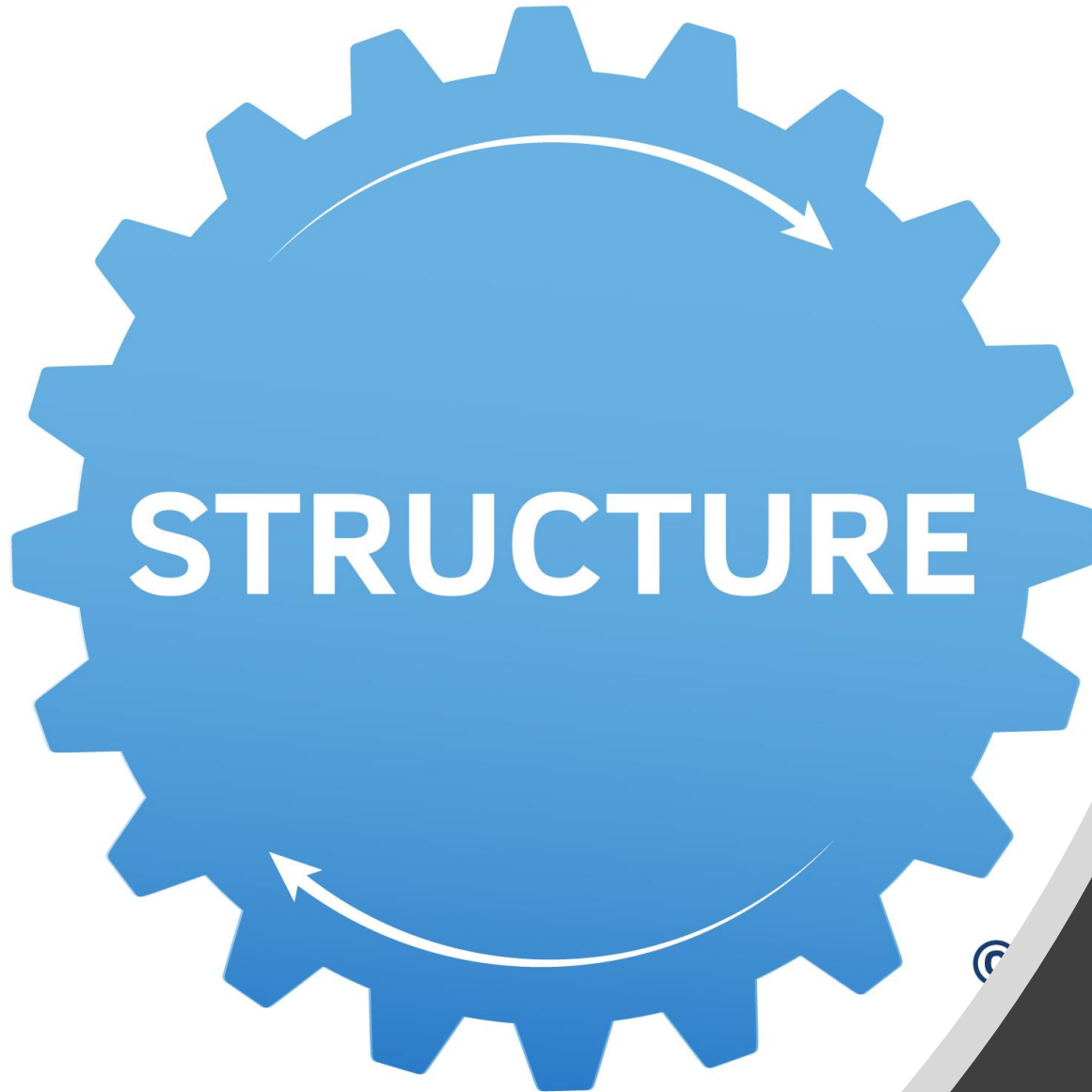
Job Families

~ what groups/teams are needed to efficiently, smoothly, and successfully perform the core services/products/functions?

- Sales/Business Development
- Production/Operations
 - Technical
 - R&D
 - Project Management
- Support/Admin
 - HR/Payroll
 - IT
 - Finance

FLOWCHART/PROCESS FLOW DIAGRAM





Business Life Cycle

- New
 - Growth, entrepreneurial
 - Custom, Expertise
- Developing
 - Stable
 - Standard, Experience
- Mature
 - Commodity, Procedure

Poll Question #3

What stage is your business in?

- New
- Developing
- Mature



Key Questions

- Are the functional areas defined in your organization that are needed to achieve the Purpose and Strategy
- Are resources allocated appropriately?
- Does the organization have the right knowledge to move successfully into the future?

Up Next

Thursday, Sept. 8 – 2:00 p.m. EST

- Business in a Disruptive Era: A Town Hall Discussion - Stambaugh Ness

Questions?

Interested in assessing where your organization is currently at in one or more of the Organizational Architecture areas?

Limited time offer!!
Complimentary initial assessment
and a one hour debrief session.



Contact

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Kristi focuses her extensive expertise on helping clients design a workforce that is not only prepared for the future, but one that leverages disruption to thrive and succeed. Weaving together a unique blend of anticipatory tools and insights with practical solutions, providing clients with an organizational architecture that empowers them for the NextGen.

Applying deep workforce knowledge, Kristi helps companies overcome challenges by providing strategic direction, implementing and improving policies and procedures, and skillfully turning human capital management into a competitive advantage.

Professional Highlights

- National AE Industry Presenter
- PhD - Organizational Management
- MBA
- BS - Accounting
- Senior Certified HR Professional
- Non-profit Board President

Thank You!

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