Construction Break

What is Organizational Design?

Organizational design is a deliberate process by which people, processes, structures and systems are aligned to allow each member to further not only their individual growth and success, but that of their co-workers or team members as well.

The manager or managers must first decide that tasks within the organization—whether it is a business, hospital, school, etc.—have a need to be better organized and that employees would be more efficient if they came together as a team instead of separate individuals. Once that realization takes place, the manager can start the arduous task of breaking down each component of the project/job and assigning each element or component to a team member. Each team member then becomes a specialist as it may relate to part or all of an activity, depending on how it has been assigned.

Create your strategy, a set of guidelines that will allow clear decisions to be made regarding the organization and team. Out of this strategy will come purpose and vision. Strategy unifies the intent of the organization and focuses members toward actions designed to accomplish outcomes. The strategy encourages actions that support the purpose and discourages those that do not.

Organizational design places people, information and technology together with the vision and strategy of the organization. Structure will amplify communications and the exchange of information among team members. Systems will encourage each individual to become more responsible and independent. Technology enhances each team member's capabilities and makes the work meaningful.

Activities that complement and are interdependent will help achieve success.

If each person is successful in their new role, you have elevated the overall performance of the team. Organizational design focuses on single points of accountability with clear boundaries, obvious work transitions and balanced workloads. Individuals cannot team if one person does not clearly understand their role and boundaries first.

A well-balanced program will include assessing your organization, choosing your executive team, creating a core ideology and customer-centered business, building a culture of committed employees, managing change and aligning systems. The result is team development and team empowerment.

—based on an article written by organizational psychologist Roy H. Autry

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With Age Comes Wisdom

We wish the following employees a very, Happy Birthday…

Lloyd Terry   September 21
Richard Bankole   November 29

Did You Know?…
4,551 workers died on the job in 2009!

"With every one of these fatalities, the lives of a worker's family members were shattered and forever changed. We can't forget that fact."

—*Hilda Solis*
U.S. Secretary of Labor