



LEADERSHIP ADVISORY COUNCIL

A Summary of the LAC's Discussion of Workforce Related Topics for September 2021.

Describe Different Organizations Structures

1

Traditional non-performing companies may be archaic in their structure - many layers and management roles, which most likely enables undefined expectations and accountability within the company.

Non-performing companies may not be able to set clear goals in order to succeed and decision making is most likely delayed, due to convoluted layers.

Employees may react in different ways to the restructure of a non-performing company. Some may feel threatened and unsure whilst others may feel invigorated and look forward to positive changes and appreciative of new, clearer structures.

Describe Different Organizational Structures - Flattened

2

Numerous companies are utilising the RASCI method to set up their businesses, fostering a culture of growth, clear communication and a career ladder with a guide enabling employees a guide and objectives to achieve.

Stream-lined companies cultivate clearer and more defined roles, and most likely have better decision making, and accountability, along with a functional strategic plan.

Flattened -structure businesses may need to create additional levels, which in turn would empower employees with a sense of growth and the right talent for transformation.

Examples That Illustrate Turbocharging Decision Making

3

A streamlined agenda will enable quicker decision making. The meeting owner creates a 1-page informative, detailed agenda for staff to read prior to meeting. Better timely decisions are made when more information is available.

Meeting agenda would include the goals of the meeting and expected results. Upon conclusion of meeting, a decision has been made - who, what, where and when. - back to RASCI model

After meeting has concluded, all participants leave with no further discussion on topic. Most decisions can usually be pivoted if changes are in order.

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