ORGANIZATIONAL STRUCTURE

Organize the work independent of people

The ReWild Group

What is Organizational Structure?

The Organizational Structure engagement stimulates the critical thinking necessary to instill key building blocks into an organization. The result is greater structure, clarity, and focus for management and staff. These building blocks create enduring structures that support future growth.

Organizational Structure provides a key systemic element commonly missing in organizations through simple, effective structures on which you, your management team, and the staff can rely.

WHAT DOES THE PROCESS LOOK LIKE?

An Organizational Structure engagement is facilitated by a Certified Organizational ReWilding Adviser and consists of 4-6 meetings with the leadership and management teams. Pre-meeting video content provides the team with details on key principles, methods, and tools. The weekly meetings incorporate hands-on activities that apply the concepts covered in the videos to your business.

Two major building blocks – Functional Org Chart and Position Role Sheet – are infused into the organization during the engagement.

HOW DOES IT BENEFIT ME?

Companies that complete an Organizational Structure engagement routinely experience these benefits:

- More structure, clarity, and focus for the staff
- An organization less dependent on specific individuals
- Increased employee engagement based on clear roles
- Less organizational chaos contributing to turnover
- Greater effectiveness in hiring and onboarding
- Improved capacity to handle personnel changes
- Future roadmap for hiring
- Shared management tools across the organization

Does my organization need this element?

If you are facing challenges with lost expertise, a culture resistant to change, an organization destabilized by chaos, high employee turnover, hiring quality people, ineffective new staff orientation, or poor staff training, your organization will benefit from the infusion of Organizational Structure.

Why is organizational structure important?

The lack of structure within a business is a major contributor to organizational chaos, disengaged employees, high turnover, and a culture resistant to change. Often, the work performed in a company is organized around the people. Organize the Work, however, uses the principle to first organize the work, then organize the people doing the work. Proper organizational structure provides greater resilience to successfully weather the constant change confronted in a business.

As the number of employees grows, a company faces increasing organizational complexity. Missing or brittle structures contribute to the chaos felt by the team. Employees who lack structure, clarity, and focus in their work are less engaged, resulting in mediocre customer experiences and low profitability. Managers are forced to spend more energy supervising their staff and less time on advancing the company's long-term goals.