

A Model Of Organization

Organizational design requires one to examine the organization in the context of how its parts operate, and in terms of what influences exist. The model presented below shows that the Mission, Strategy and Goals of an organization are delivered through the combination of five elements: tasks and functions; structure; decision systems (and information); resources (staff, facilities, technology, etc.); and, rewards (recognition, compensation, etc.). These operate within the context of the organization's culture and values (which can be changed, slowly and carefully) and the environment (political, economic, physical, technical and social), which is more difficult to change.

Each organizational element must be appropriate for the organization's needs, and balanced with other elements to ensure an effective organization.

