

# ORGANISATIONAL STRUCTURE - EXERCISE

*Note: For this exercise we recommend you read the input section first*

## MY ORGANISATION'S STRUCTURE

### Organisational Configuration

Do you have an organigramme in your organisation?

**If you do not have an organigramme:** it will be useful to elaborate one as an exercise. Start identifying those who work in your organisation and their positions. Create relationship lines across them, who do they respond to? Who do they manage? Who do they collaborate with?

**If you currently have an organigramme:** Separate the different individuals/positions in what you consider to be: the strategic apex, the middle line, the operating core, the technostructure, and the support staff. It is important to note that not every institution has all of the above (yours could be the case).

- Is there a part that is receiving more attention than others?
- Which of the 7 types of organisational configurations presented by Henry Mintzberg suits your organisation?
- Do you think this is the right configuration to proceed in your organisation? If not, what would you like to change?

### Coordinating Mechanisms

What is the preferred coordinating mechanism of my organisation?

- Mutual adjustment
- Direct supervision
- Standardisation of work processes
- Standardization of output
- Standardization of skills and knowledge
- Standardisation of norms
- None of the above

Is there any coordinating mechanism we have not tried in our organisation that might be useful to collaborate better and thus, fulfill our mission better?

## ADDITIONAL EXERCISES

There are currently no additional exercises for this section