

# THE EVOLVING ORGANISATIONAL STRUCTURE

## EXECUTIVE CONSULTING GROUP

The organisational structure defines how work activities are performed. It includes task allocation, coordination, supervision, training, and quality assurance. The organisational structure provides the foundation for the operating procedures and business processes. It determines which individuals are responsible for decision-making and accountable for results.

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## THE ENTREPRENEURIAL ORGANISATIONAL STRUCTURES

The entrepreneurial organisational structure occurs when the structure is totally centralised. The strategic leader makes all key decisions and most communication is done by one-on-one conversations. It enables the founder to make quick decisions and control the growth and development of the organisation.

The challenges with the entrepreneurial organisational structures includes:

- ▶ The founder becomes a bottleneck for key decisions
- ▶ Lacks standardisation
- ▶ Generally cant find staff that match their personal expectations (especially in sales)
- ▶ Limited perspective and bias in decision making
- ▶ Does not account for the increase in complexity of the organisation as revenue grows

The organisational structure and the leadership style needs to evolve as the revenue of the business grows.

## **MANY DIFFERENT TRADITIONAL OPTIONS**

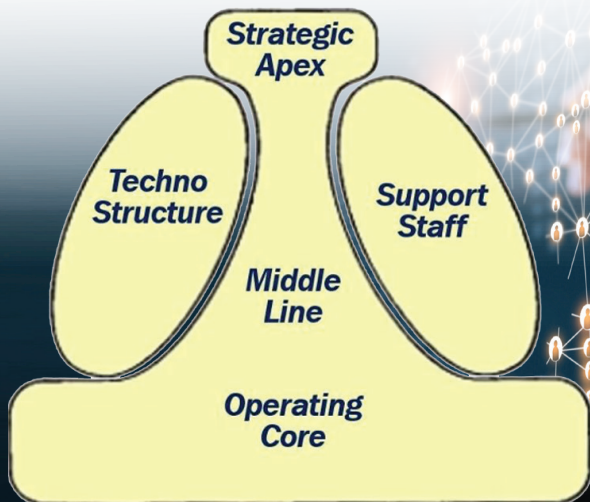
Depending on its objectives, an organisation can be structured in several ways including:

- ▶ Functional structure
- ▶ Divisional structure
- ▶ Matrix structure
- ▶ Flat structure

Organisations need to be efficient, flexible, innovative and considerate in order to achieve a sustainable competitive advantage.

## **MODERN ORGANISATIONAL STRUCTURES**

Mintzberg developed a modern organizational structure that performs well over a long period of sustained revenue growth. The structure is shown below:



## **ABOUT US**

Executive Consulting Group is a strategic consultancy, that assists B2B businesses to reliably grow in a balanced and planned way; by improving sales revenue and cash flow, enhancing operational strategy, optimising sales team performance, and maximising sales capture and conversions. Optimising sales results can give your business the ongoing cashflow needed to invest in growth, efficiency, and quality improvements, powering the growth and long-term sustainability of your business. We are a strategic consultancy firm that deeply understands the inhibitors to revenue growth and provide customised solutions to small and medium businesses and enterprises that have the desire to capture more market share.

Whatever the size and stage of your business, Executive Consulting Group can help you to navigate your way to your success.

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