

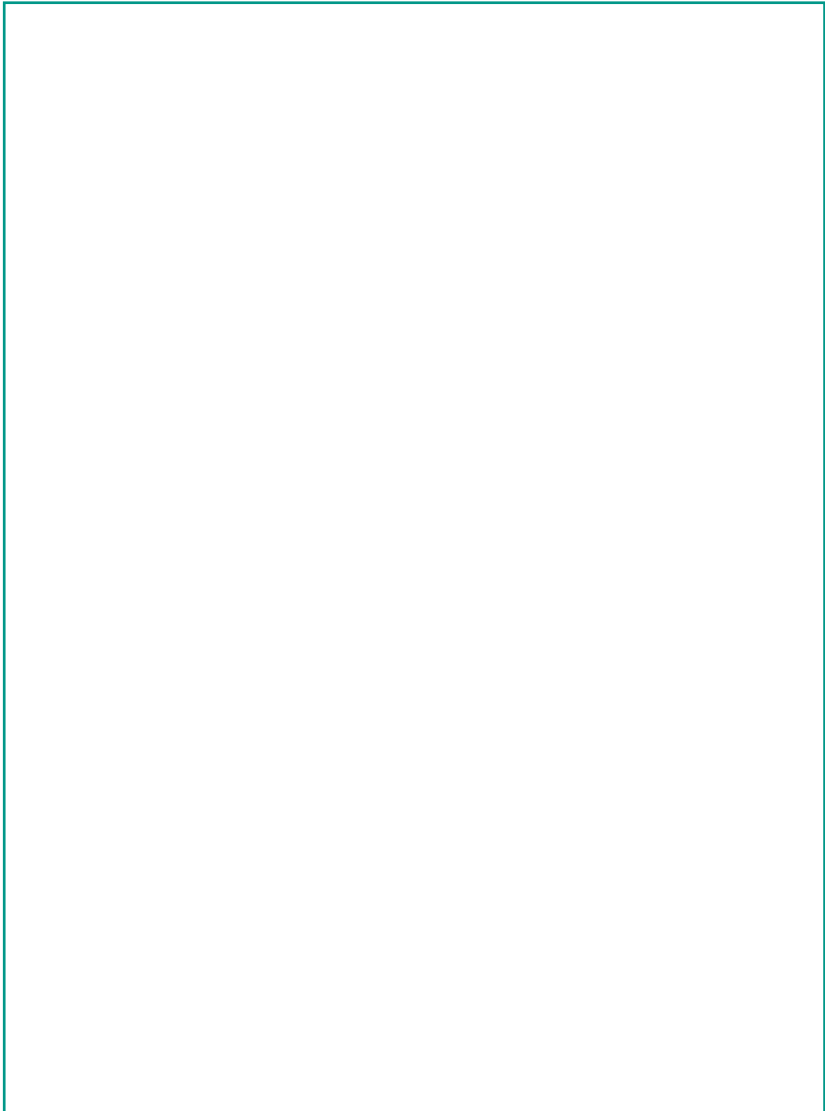


ORGANISATIONAL STRUCTURE

ORGANISATIONAL DEVELOPMENT
INSTRUMENTS

ORGANIGRAM

Think about your organisation and create/ draw a visual structure of the positions/ jobs/ departments/ groups and how they interconnect.



SKILLS/ COMPETENCES/ EXPERTISE

Please take the positions that you mentioned in the above exercise. Correlate for each position the specific expertise that is needed and how much of this expertise is covered in reality.

Position in the organisation	Expertise needed for the position	How much is it covered right now	What can be done to fully cover it (if not fully covered)

Additional questions to be addressed:

Are tasks covered? Need more people for specific tasks? Is it clear who is doing what/ who is responsible for what? Are tasks overlapping?

FUTURE VIEW

Recreate the structure of your organisation by writing/ drawing it as it was never done before. It should still be a functional system/ structure. Please also explain the reasons for changes that you did.