GUIDE FOR A BETTER ORGANIZATIONAL STRUCTURE

AIESEC MOZAMBIQUE 14.15

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BEFORE STARTING......

WATCH THE SESSION ABOUT STRUCTURES THAT WAS EXPOSED IN LEADCO 2014.

Here: http://bit.ly/1Dhqi4U

Look for "LeadCo 1.1"

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BASIC FACTS

- HAVING A STRUCTURE IS ESSENTIAL FOR ANY ORGANIZATION.

- NO ONE TYPE OF STRUCTURE TO BE PERFECT. IT DEPENDS ON THE NEED OF THE ORGANIZATION

- A STRUCTURE CAN BE A FAILURE IF IT IS NOT IMPLEMENTED IN COORDINATION WITH THE VPs

- AN OPTIMAL STRUCTURE WHERE MEMBERS CAN HAVE RIGHT LEADERSHIP, SIMPLE COMMUNICATION AND BE RESULTS-ORIENTED

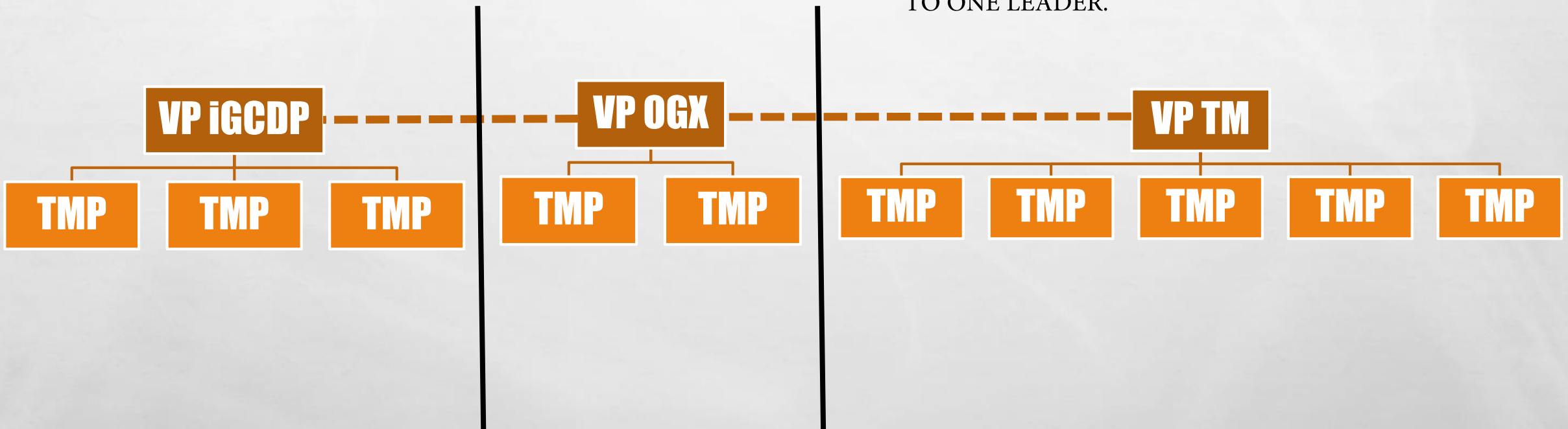- AFTER IMPLEMENT IT. THE STRUCTURE SHOULD BE MONITORED WITH THE VPs

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BASIC STRUCTURES FOR LC

- LINEAR: CHARACTERIZED IN THAT IT IS COMPOSED OF A SINGLE LEADER AND ABSOLUTE AUTHORITY OVER THEIR MEMBERS

- FUNCTIONAL: SEPARATES AREAS BY JOB FUNCTIONS. ANY LEADER HAS FULL AUTHORITY OVER THE MEMBERS. THERE ARE TLPs.

- LINE-AND-STAFF: IT IS THE RESULT OF LINEAR AND FUNCTIONAL ORGANIZATION TRYING TO INCREASE THE ADVANTAGES OF THESE TWO TYPES OF ORGANIZATION. ALSO CREATES A MORE COMPLETE AND COMPLEX

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LINEAR

THIS TYPE OF STRUCTURE REQUIRES SEPARATE MEMBERS BY FUNCTION AND HAVE NO COMMUNICATION WITH OTHER AREAS. MEMBERS RESPOND DIRECTLY TO VP.

THE ONLY COMMUNICATION BETWEEN AREAS WILL BE THROUGH VPS. MEMBERS ONLY RESPOND TO ONE LEADER.

VP iGCDP - - - - - - **VP OGX** - - - - - - - - **VP TM**

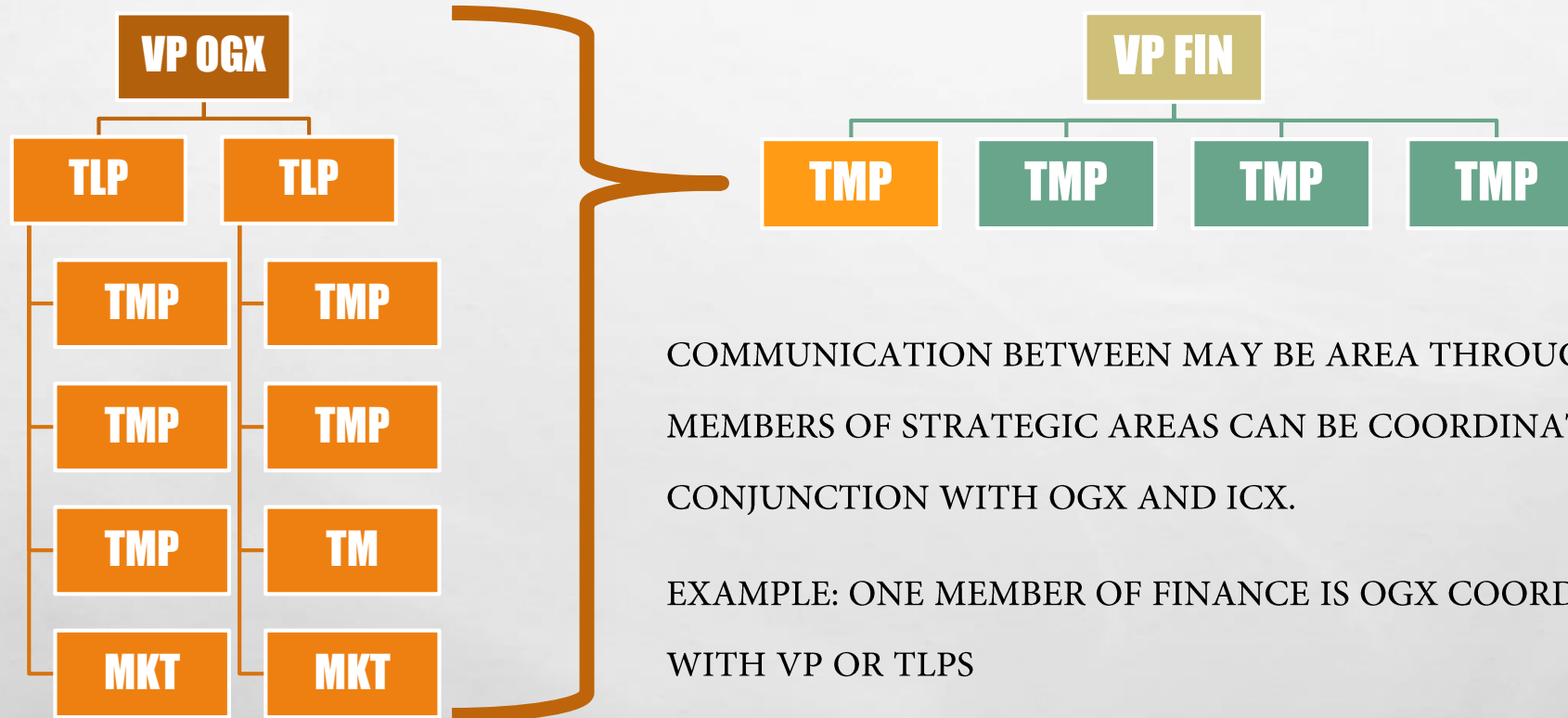| TMP | TMP | TMP | TMP | TMP | TMP | TMP | TMP | TMP | TMP |

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LINEAR

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• It is the best structure for a committee with fewer than 10-30 members. • Communication is faster	• Do not allow interaction between members of different areas. • Few TLP opportunities

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FUNCTIONAL

THIS TYPE OF STRUCTURE REQUIRES SEPARATE MEMBERS BY FUNCTION AND THEY RESPOND DIRECLY TO ONE LEADER (CAN BE THE TLP OR VP).

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        VP OGX                          VP FIN
       /      \                    /    |    |    \
    TLP        TLP             TMP    TMP   TMP    TMP
     |          |
    TMP        TMP
     |          |
    TMP        TMP
     |          |
    TMP         TM
     |          |
    MKT        MKT
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COMMUNICATION BETWEEN MAY BE AREA THROUGH VPS . ONE OR TWO MEMBERS OF STRATEGIC AREAS CAN BE COORDINATORS AND WORK IN CONJUNCTION WITH OGX AND ICX.

EXAMPLE: ONE MEMBER OF FINANCE IS OGX COORDINATOR (CAN WORK WITH VP OR TLPS

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FUNCTIONAL

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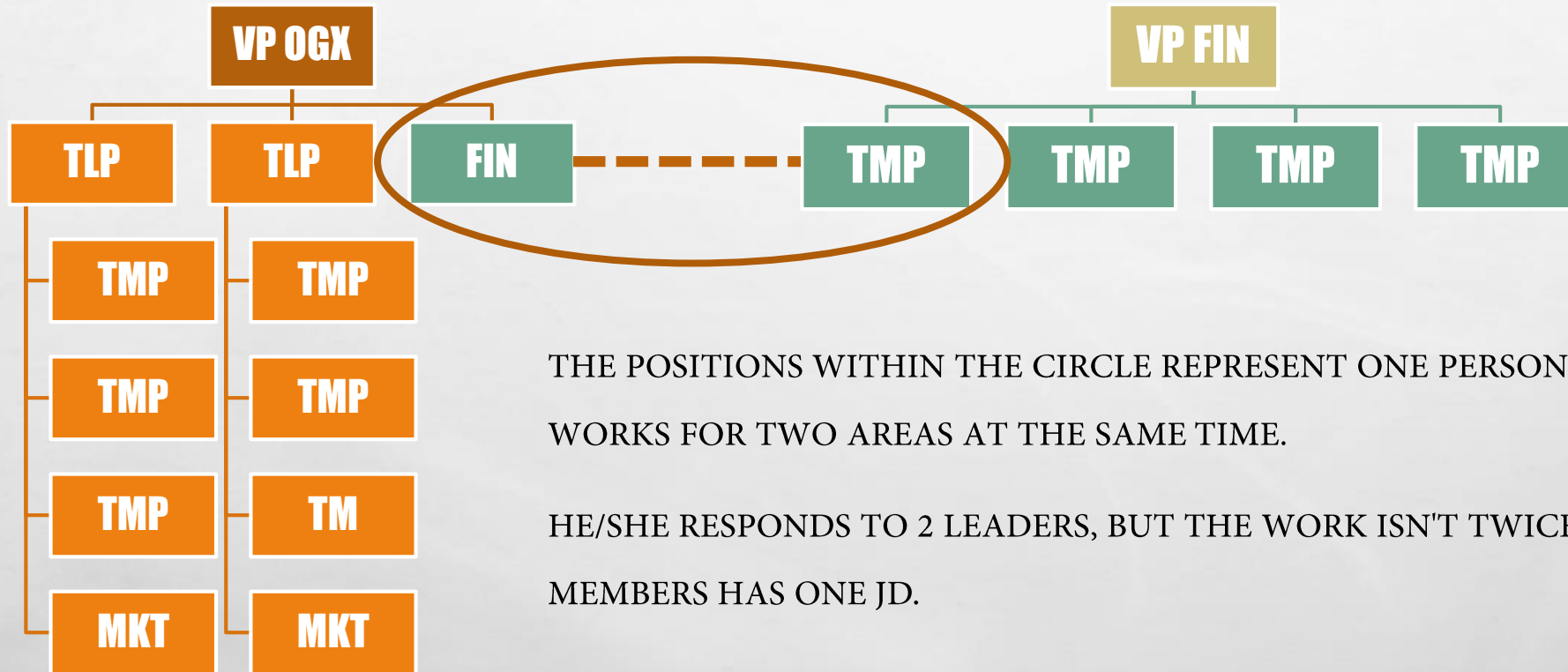
- It is the best structure for a committee with fewer than 30-50 members.
- Members (coordinators) have the chance to meet other areas.
- Flexible communication

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- Increased monitoring by TLPs or VPs from strategic areas.
- The support coordinator will be strategic, but not operational

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LINE – STAFF (MATRIX)

THE POSITIONS WITHIN THE CIRCLE REPRESENT ONE PERSON (MEMBER) WHO WORKS FOR TWO AREAS AT THE SAME TIME.

HE/SHE RESPONDS TO 2 LEADERS, BUT THE WORK ISN'T TWICE BECAUSE THE MEMBERS HAS ONE JD.

LINE – STAFF (MATRIX)

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- It is the best structure for a committee with more than 50 members.
- Fast communication.
- Promotes integration and leadership in activities.

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- Sometimes members would have two or more weekly area meetings.
- Strategic area members need more training before working with OGX /ICX.

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JD EXAMPLE FOR LINE-STAFF STRUCTURE

TMP - oGCDP

TM

Number of vacancies: 02

Local Committee: ISCTEM

Start date: 01 / 02 / 2015   End Date: 15 / 12 /

ABOUT THE POSITION

Report to	VP TM & TLP OGX
Hours per week	7
Job Description 1	Verify the implementation of the LEAD program and National Education Cycle in OGX members
Job Description 2	Implementation of TM strategies to solve the problems of portfolios Manage training and coaching of OGX members
Job Description 3	Support the operation that may require TLP OGX
Job Description 4	Perform OPS in cooperation with OGX
Measurable results expected from the Team	#TMP&TLP oportunities, % applicants per opportunity, % team minimums implementation, % Retention rate, #members recognized, NPS
Required/Preferred Competencies and hard skills	Emotional Intelligence (Required), Global mindset Good communication (Required), team management
Languages	English (Intermediate)

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ACT NOW !!!

- ALIGN YOUR LC STRUCTURES ACCORDING TO THE SUGGESTIONS ALONG WITH EB

- CALCULATE THE NEEDED CAPACITY (# MEMBERS) FOR YOUR GOALS

- ALIGN WITH YOUR LCVP TM THE CHANGES

- MAKE SURE YOU TALK TO YOUR MCVP TO GET THE RIGHT STRUCTURE TO SUPPORT OPERATIONS

- RUN EDUCATIONAL TRAININGS TO YOUR MEMBERS ON THE CHANGES

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