

SCALING ORGANIZATIONAL STRUCTURE

What will you learn?

- How **Scaling Organizational Structure** relates to the view, **Grow Structure**.
- Why there is **no perfect organizational design**, how and why you need to **find the balance**.
- The advantages and disadvantages of **centralization** and **decentralization** in an organization.
- At least **eleven organizational practices** like double linking, big room planning, open allocation, and semi-stable teams.
- The **relationship** between the **value created** by an organization and how the **organization is organized**.
- Advantages and disadvantages of **organizations** organized as **hierarchy** or **network**.
- When to focus on **efficiency** or **effectiveness** as organization plus the pros and cons
- Should an organization focus on **exploitation** or **exploration**.
- How to use the **Meddlers Game** to **visualize** and explore your **organizational design**.
- Why and when would you choose for **specialization** or **generalization** of co-workers.

What will we discuss?

- Is a **Management 3.0 mindset** always **connected** to a **network** or **hierarchy** type of organization?
- Can **co-workers** or **teams** be involved, and how much, in **deciding** on **new organizational structures**?
- What is **true agility** in an organization, when is an organization really agile?

Which practices will you experience or learn about?

[Meddlers Game](#)

Facilitate discussions about organizational structure, visualize the organization, try out practices without actually already moving people around. Grow your organization naturally.

