Navigating Growth in Organizational Design

Presented by Miki Clayton, Founder of S P A C E Consulting and Advisory

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Meet Miki!

She/Her/Hers

Consultant/Advisor/Facilitator

Advocate/Activist

Auntie/Sister/Daughter/Friend

Black/Woman/NOLA Girl

Human.

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About S P A C E

S P A C E exists to transform spaces, places, and systems towards more positive social and societal impact. Through a lens of limitless possibility and creativity, we know it's possible to create the equitable conditions where all can thrive.

We offer human-centered strategy and advisory through HR, organizational design. and personal and professional development advisory and support to values-aligned humans and organizations.

We are proudly and passionately Black women from diverse backgrounds and lived experiences who are deeply committed to a better future of work for all.

WE LOOK FORWARD TO GROWING WITH YOU:
www.workwitthspace.com
hello@workwithspace.com

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Workshop Overview

Introduction + Connection

Understanding Organizational Design

Navigating Change and Evolving Organizational Needs

Managing People Through Organizational Change

Q&A

Thank you

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Connection Activity

Who's in the room?

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What is Organizational Design?

Determining and creating the most optimal way to align:

Organization's structure

Processes

Systems

People

It encompasses factors such as the division of labor (who's doing what), reporting relationships, decision-making authority, communication channels, and coordination of efforts.

Key Considerations:

- Mission and strategic goals

- Size and scope

- Culture and values

- Budget and resources

- Skills and expertise needed

- Social impact and equity values and intentions

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Connection Activity

What is the best organizational management advice you've ever received?

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How do we navigate change and evolving organizational needs?

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Phases of Organizational Growth
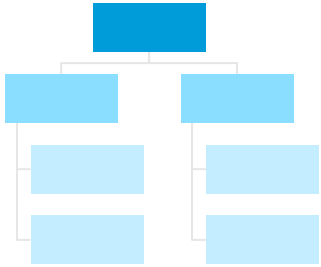
Start-up Phase
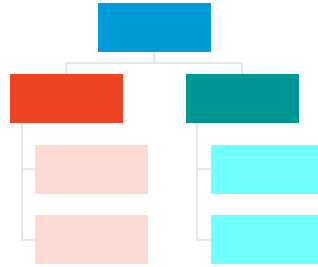
Expansion Phase

Scaling Phase

Maturity Phase

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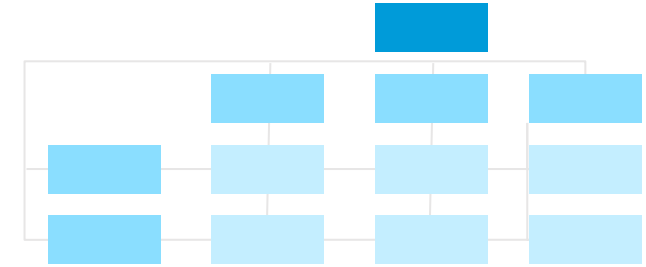
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Organizational Structures
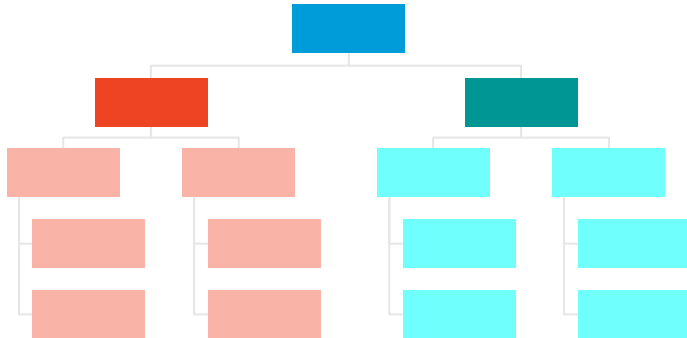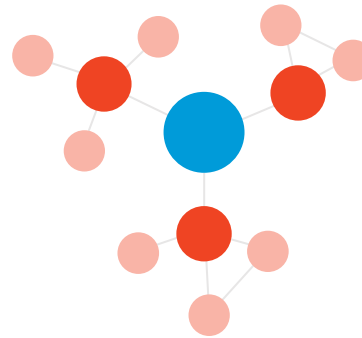
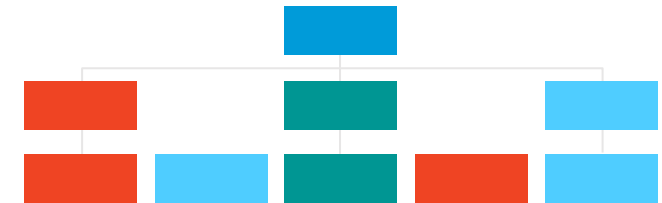Hierarchical Structure

Functional Structure

Matrix Structure

Divisional Structure

Network Structure

Team-based Structure

Horizontal/Flat Structure
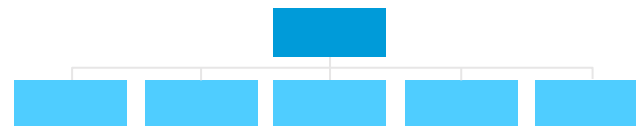
RESOURCE: REDF WORKSHOP Guide: How to determine an aligned organizational structure

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Designing for Scale:

Leadership and Management: Assess leadership capacity and consider additional management layers if needed.

Team Development and Culture: Foster a positive and inclusive culture that is adaptive to change, growth, and collaboration.

Systems and Processes: Automate processes for scalability, efficiency, and effectiveness. Develop SOPs (Standard Operating Procedures)

Communication and Collaboration: Implement or leverage regular communication channels and foster collaboration across teams.

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Connection Activity

Where is your organization in its growth?

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Phases of Organizational Growth

Start-up Phase

Expansion Phase

Scaling Phase

Maturity Phase

Where is your organization?

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How do we manage people through organizational change?

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> **"The people must have ownership in the vision to be enabled to accomplish it."**

— Modesta Mahig
CEO & Management Consultant

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Key Considerations:

Current realities of the organization

Impact of organizational change

Policies, workflows, and communication strategies

Recognizing that change can be unsettling

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Recognizing and Avoiding Burnout

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Mitigating Employee Burnout

Leadership and management modeling

Recognize the signs of burnout

Identify opportunities for automation

Implement and encourage "wellness leave"

Adjust performance metrics

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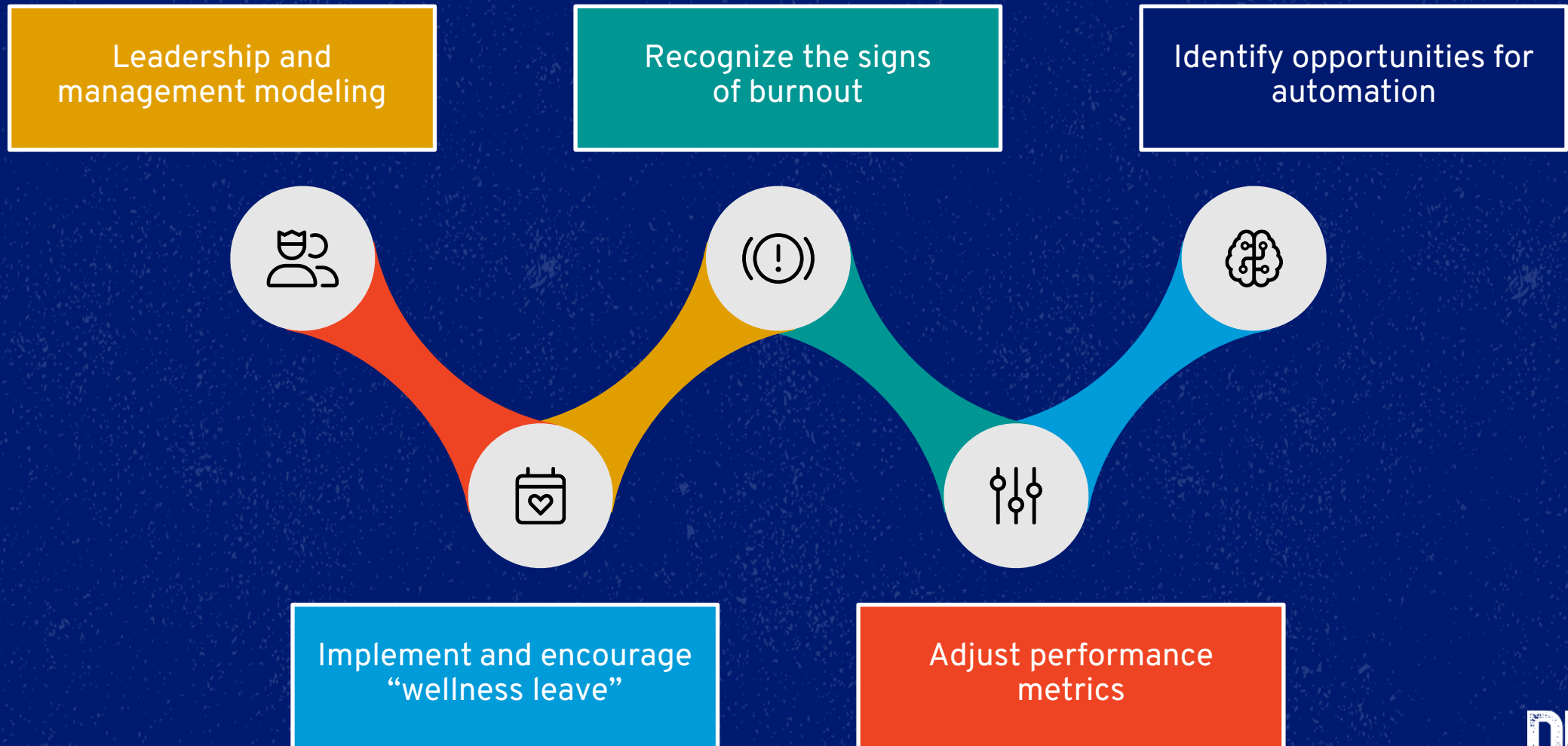
Connection Activity

"Burnout Bingo"

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Signs of Burnout Bingo

"I've been finding myself daydreaming about vacations more often."	"I often work through lunch breaks or skip meals."	"I feel guilty when taking time off or stepping away from work for personal reasons"	"I feel isolated or disconnected from colleagues while working remotely."
"I've noticed a decrease in my creativity or problem-solving abilities."	"I frequently check work emails or messages outside of work hours."	"I feel tired even when I'm not working."	"I find it challenging to set realistic expectations for myself or others."
"I constantly feel a sense of urgency or pressure to meet deadlines."	"I often work on weekends or during my vacation."	"I feel I lack control or autonomy in my work."	"I've worked late into the night multiple times in the past month."
"I feel exhausted even after a good night's sleep."	"I often feel overwhelmed by my workload and responsibilities."	"I struggle to disconnect from work during my personal time."	"I've started to view my hobbies or leisure activities as 'unproductive'"

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Best Practices in Organizational Design

Develop an agile culture

Proactively communicate with employees and partners

Establish cross-functional teams

Consider flexible staffing models

Create template job descriptions

Involve employees in the change process

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Additional Resources:

- Key Concepts and Considerations for Developing Organizational Structures

- The FirstStep Employment Law Advisor aids employers in understanding applicable Federal laws, compliance with recordkeeping and reporting needs, and required postings

- Key Human Resources Activities and Compliance Dates

- Guidance on how to build a positive organizational culture and develop strong relationships within the workplace.

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THANK YOU!

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