

Flexible Organizations & Structures

Rebecca² :Jones & Raven

rebecca@dysartjones.com & rraven@bramlib.on.ca

strategy
support your
staffing structure
does your



Approach

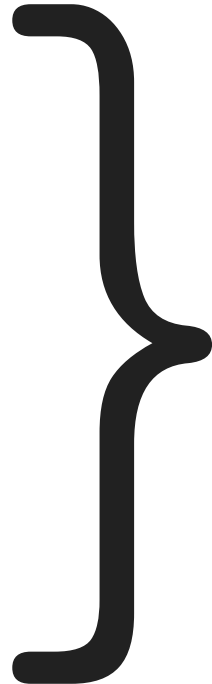
Assumptions



Key elements



Practical tool



Learnings: yours & ours

Assumptions

- Strategy drives structure
- This is relatively new concept for many libraries
- Collaboration underpins flexibility
- Matrixed reporting relationships are essential for collaboration
- This is a relatively distasteful concept for many
- Communication & competence are CSF

Assumptions

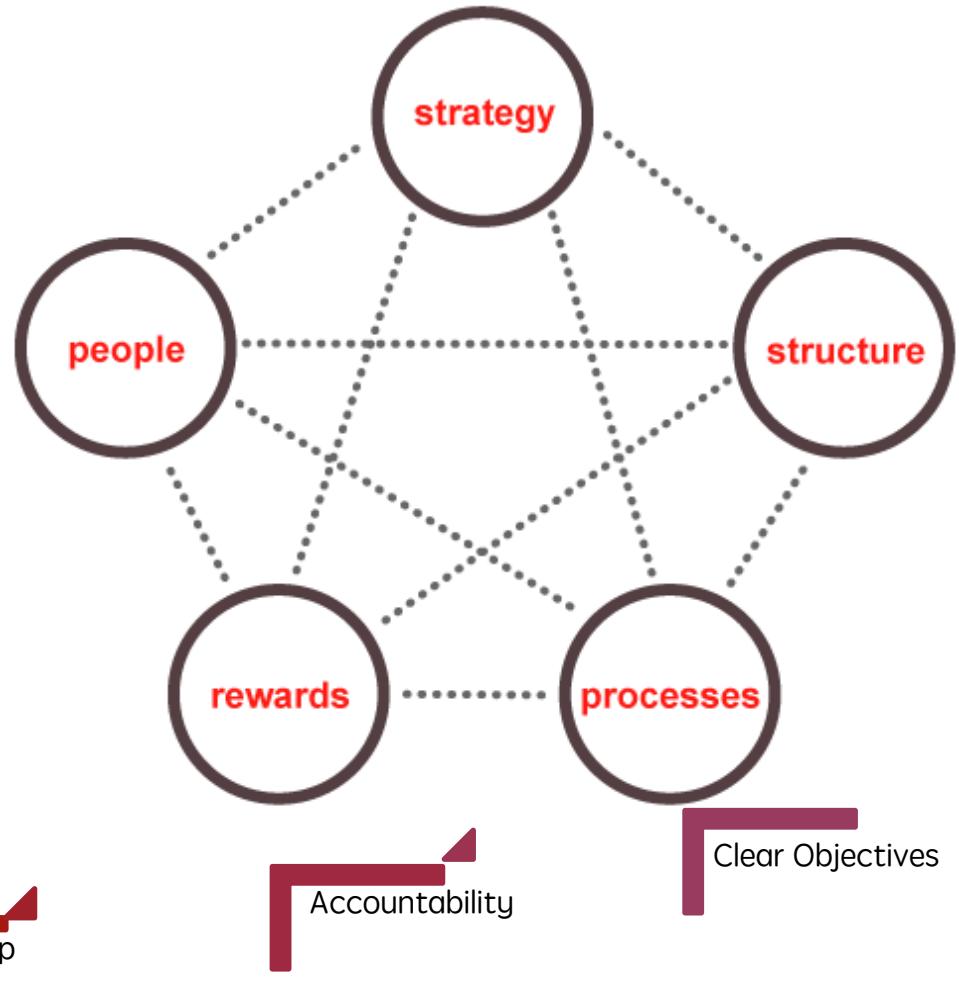
85 / 15 rule

Key elements



Practical tool

Galbraith's Star



Gailbraith's Star Model of Organizational Design

- **Strategy**

- **Structure**

- **Processes**

- **Rewards**

- **People**

