

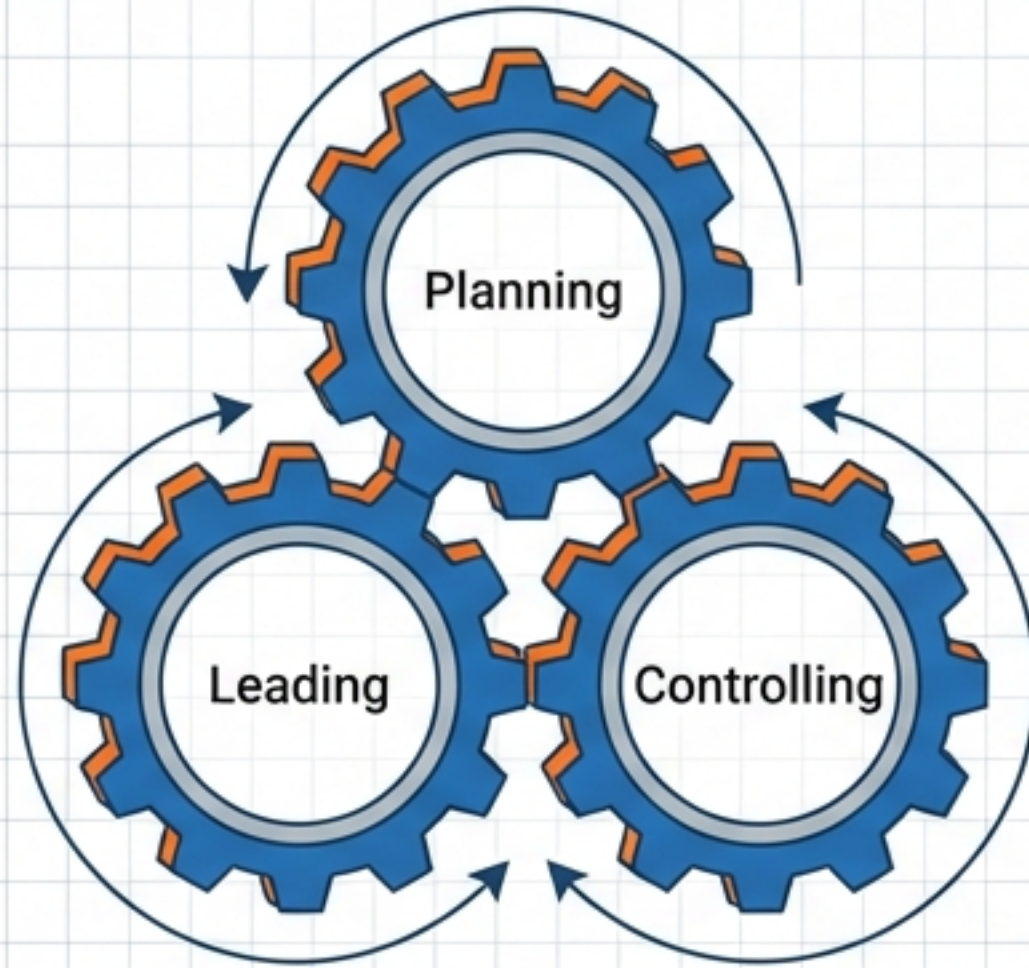
# ORGANIZATION MANAGEMENT

## Foundations & Frameworks

A blueprint for understanding how entities are built, structured, and sustained.

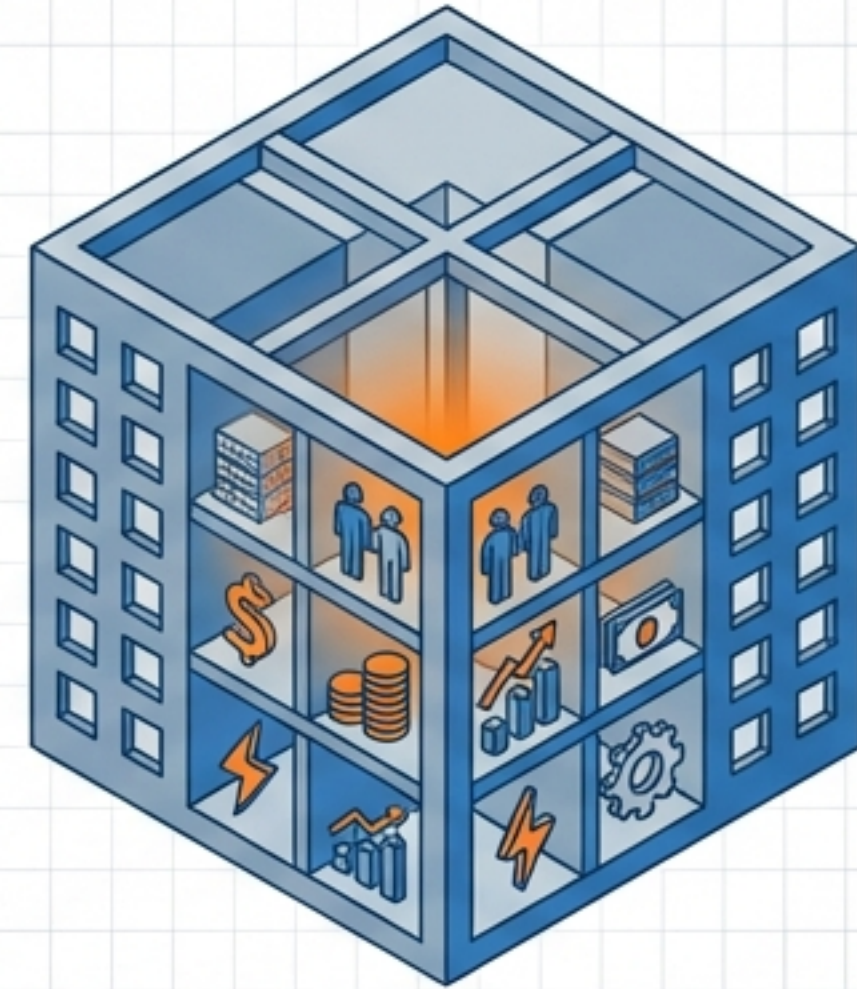
# THE PROCESS VERSUS THE ENTITY

## ORGANIZING (The Process)



The act of making work successful efficiently and effectively.

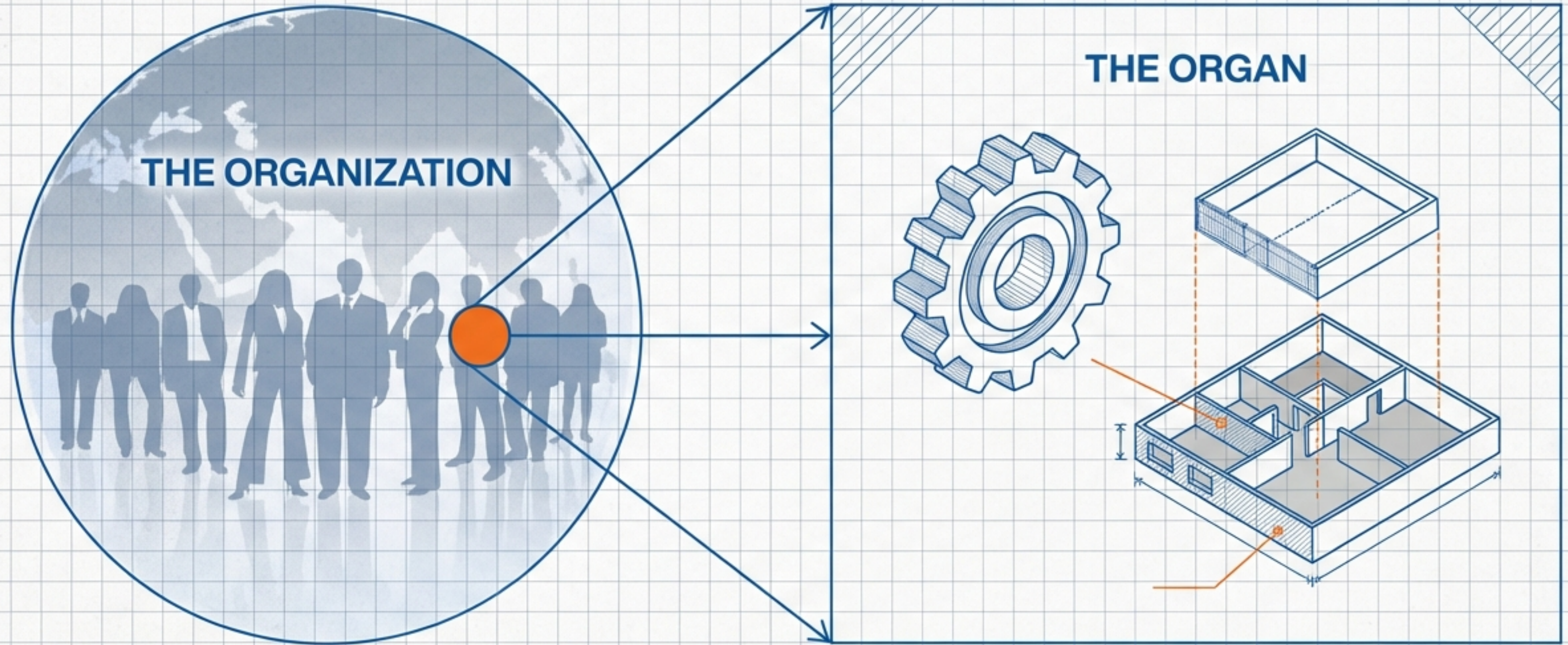
## ORGANIZATION (The Result)



A systematic combination of resources (people and assets) to achieve specific objectives.

**Key Insight:** Organizing is the **HOW**. The Organization is the **WHAT**.

# DISTINGUISHING THE WHOLE FROM THE PART



The main unit established to operate according to legal objectives.  
Example: The United Nations (UN)

A component acting in relation to the larger unit.  
Example: The Cabinet (Executive Branch) or House of Representatives.

**Key Insight:** The whole is the entity; the part is the component.

# The Six Essential Characteristics



## 1. Plurality

Must consist of  
2+ people.



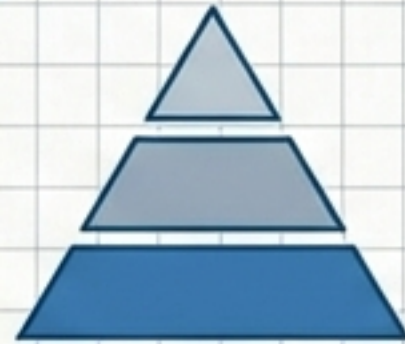
## 2. Shared Goals

Targets to achieve  
success.



## 3. Joint Activities

Dividing labor to achieve  
objectives.



## 4. Hierarchy

Defined pattern of  
authority.



## 5. Boundaries

Separating members  
from non-members.



## 6. Continuity

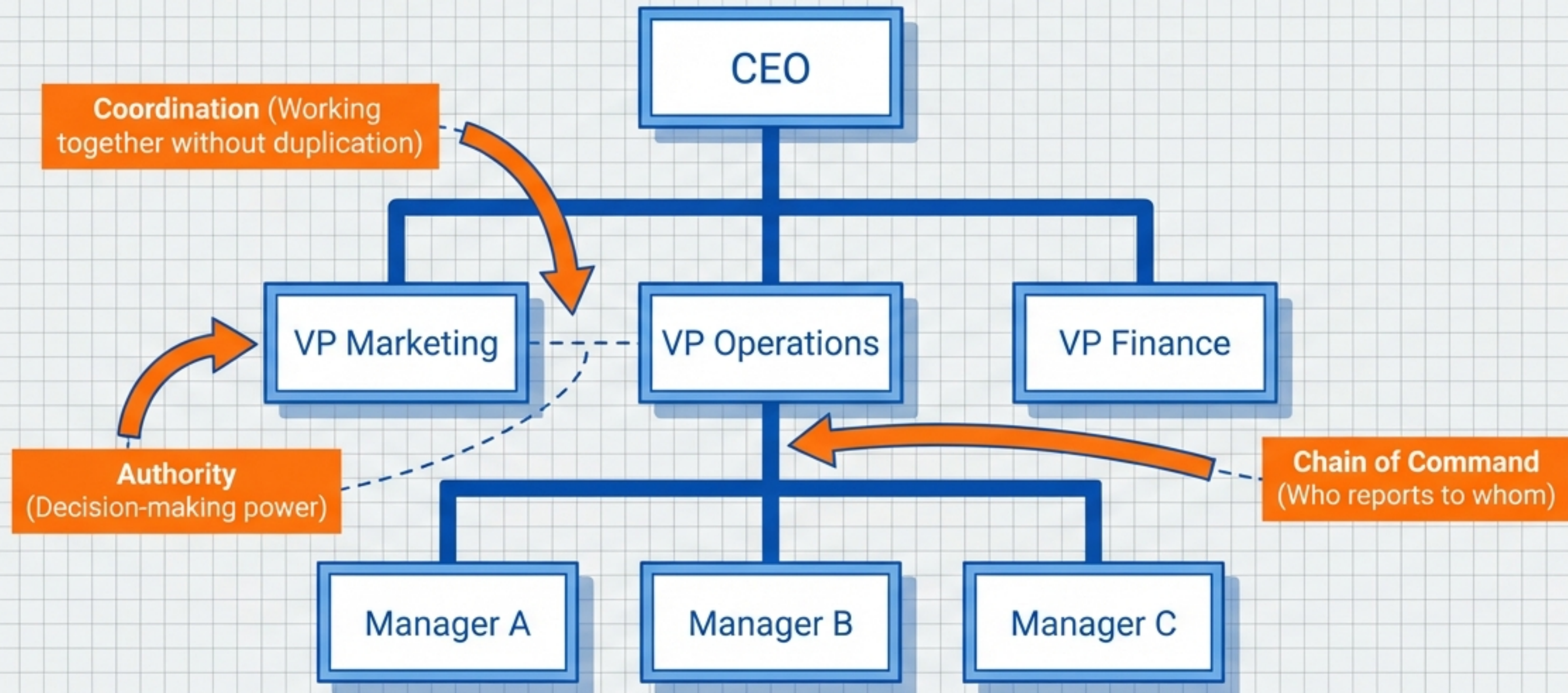
Ongoing operations,  
not temporary.

# The Four Pillars of Organizational Necessity

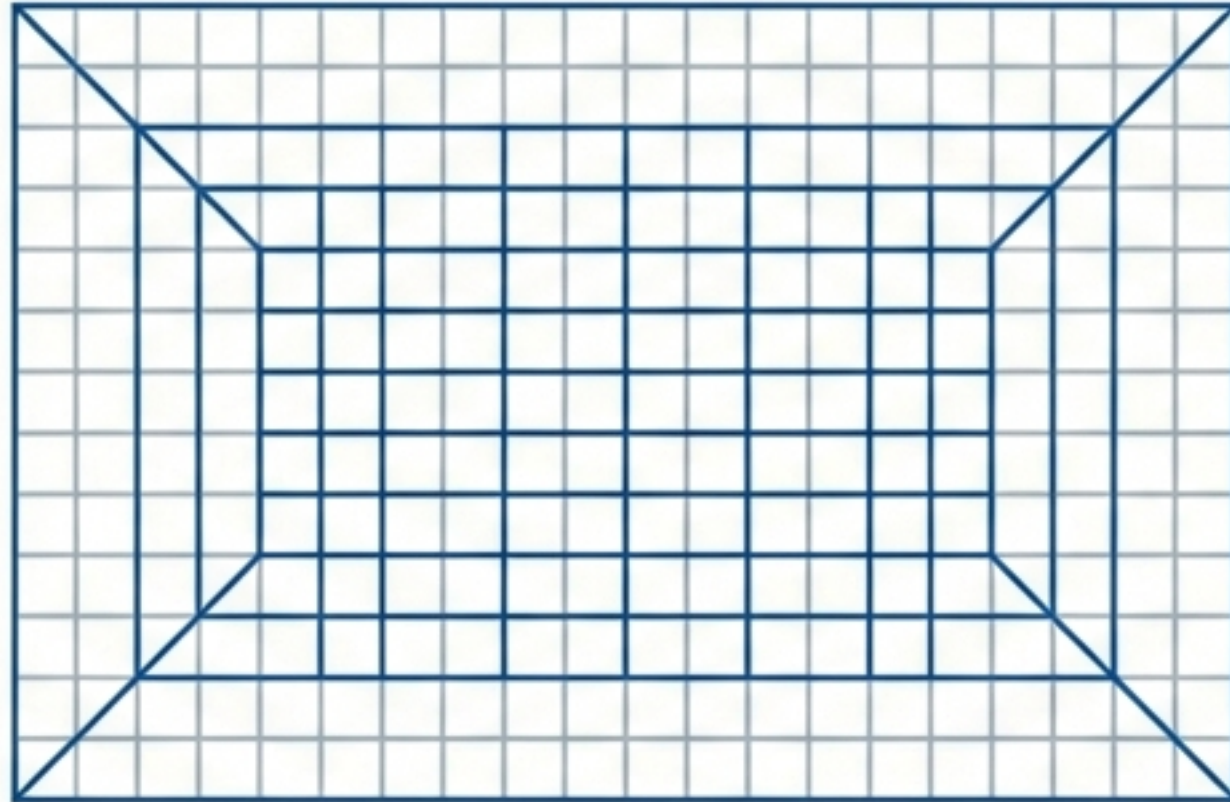


# Defining Organizational Structure

The framework that dictates how work is divided, grouped, and coordinated.

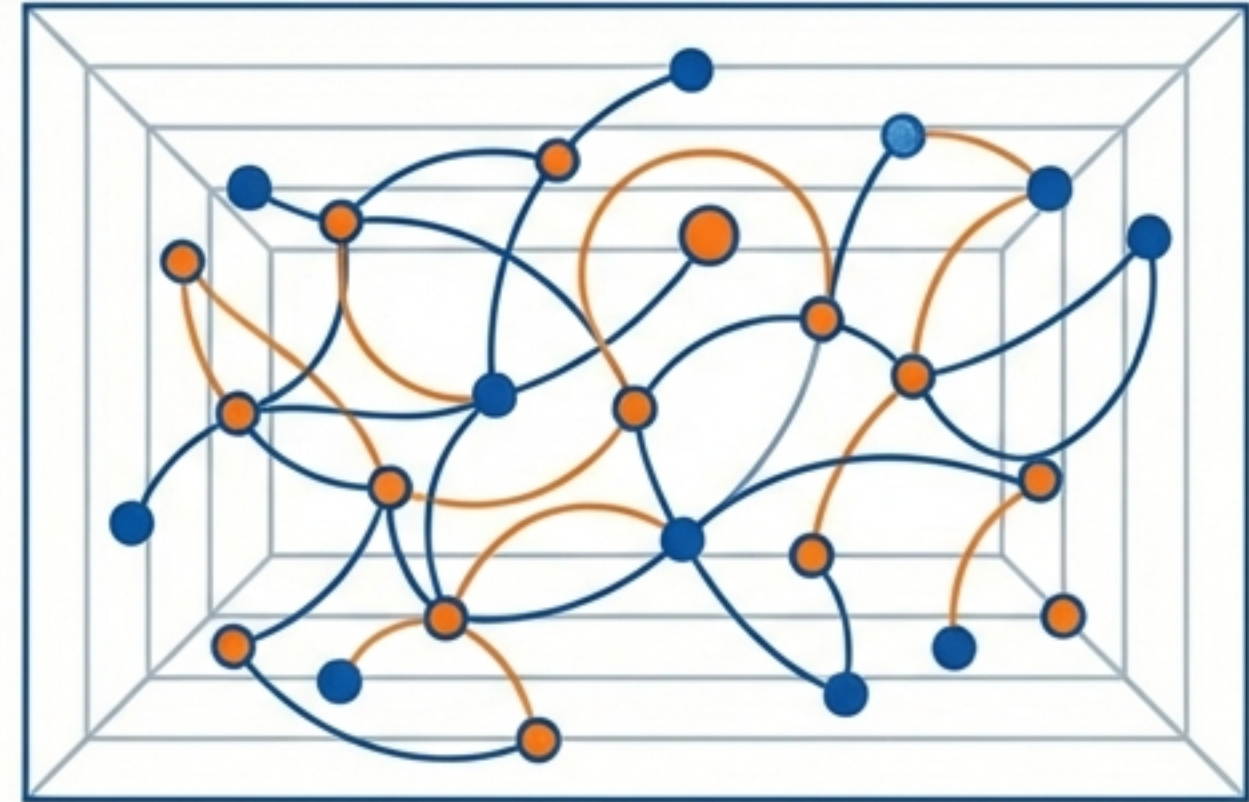


# Typology I: Formal vs. Informal Structures



## FORMAL ORGANIZATION

- Structure: Clear, legal, fixed.
- Basis: Laws and regulations.
- Change: Difficult to alter.



## INFORMAL ORGANIZATION

- Structure: No written rules.
- Basis: Social relations and satisfaction.
- Change: Highly flexible.

# Typology II: Profit vs. Non-Profit

## PROFIT ORGANIZATION



**Metric of Success:** Maximum Profit.  
**Example:** Business Enterprises.

## NON-PROFIT ORGANIZATION

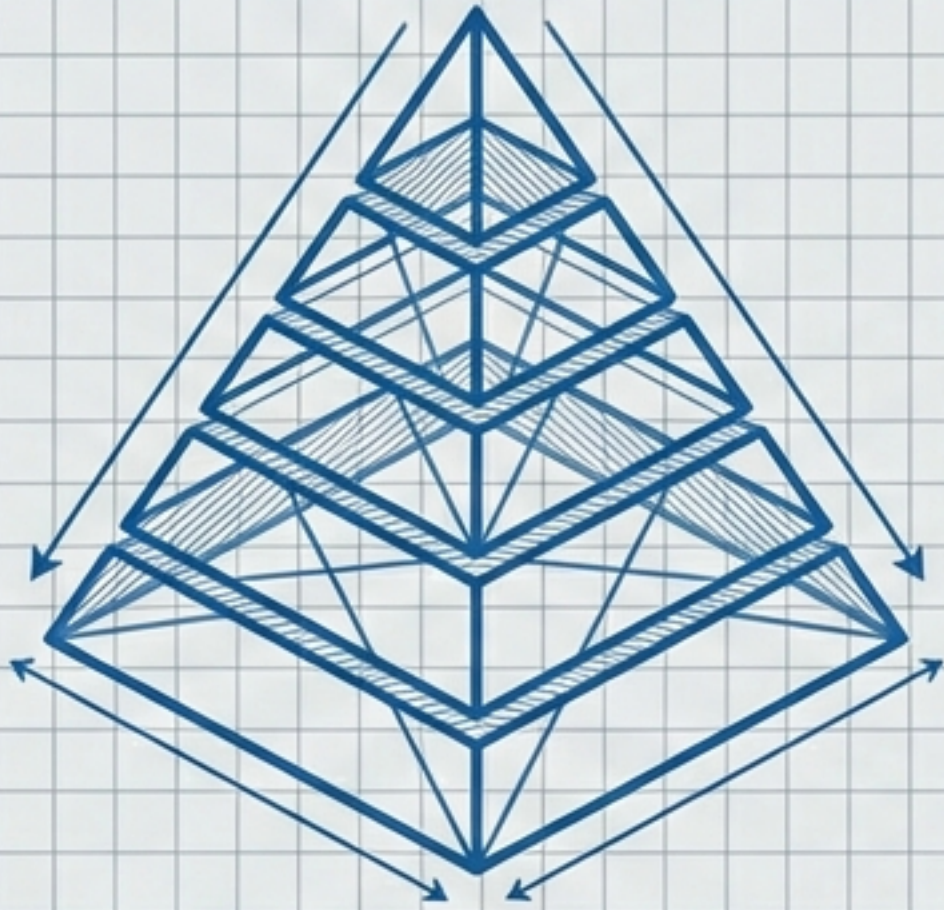


**Metric of Success:** Public Satisfaction & Service.  
**Example:** Government Agencies, Foundations.

# Typology III: The Shape of Hierarchy

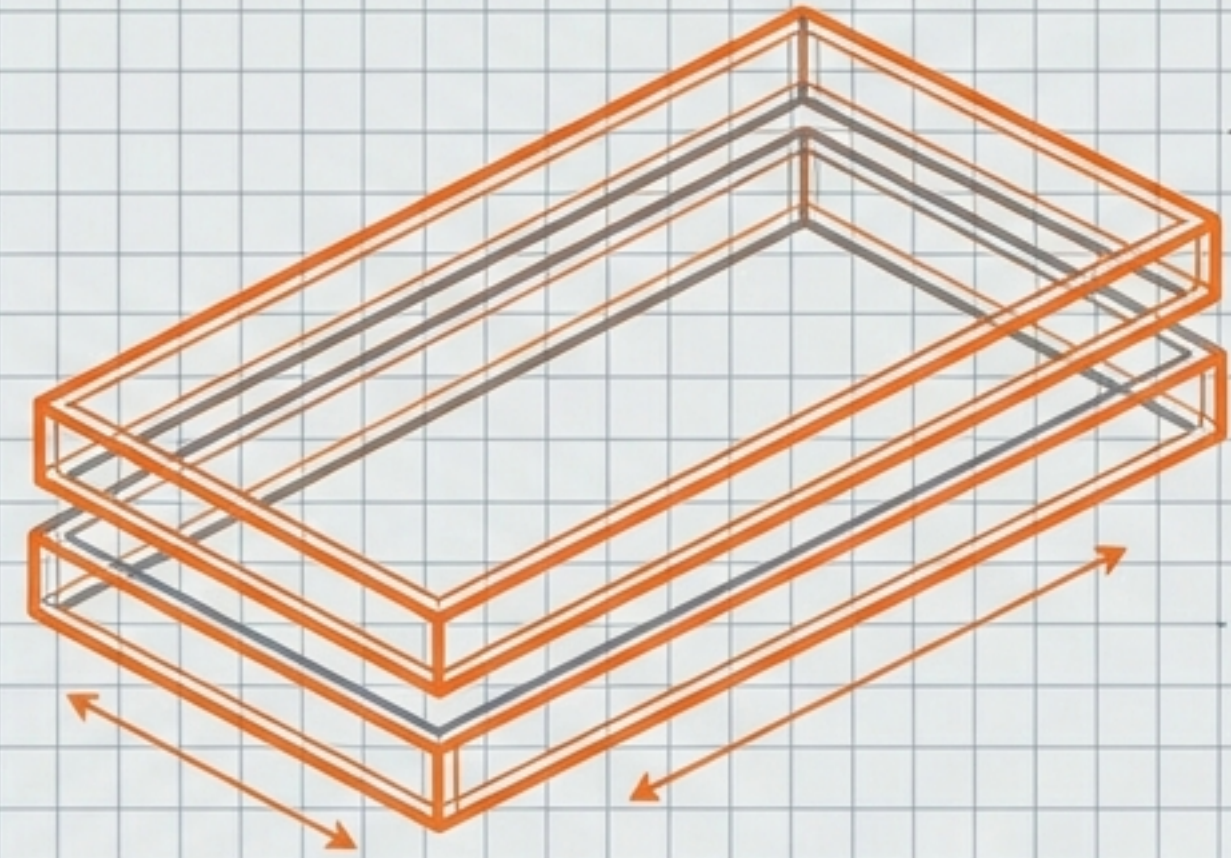


## VERTICAL (Pyramid)



Complex work, strict supervision,  
clear command flow down.

## HORIZONTAL (Flat)

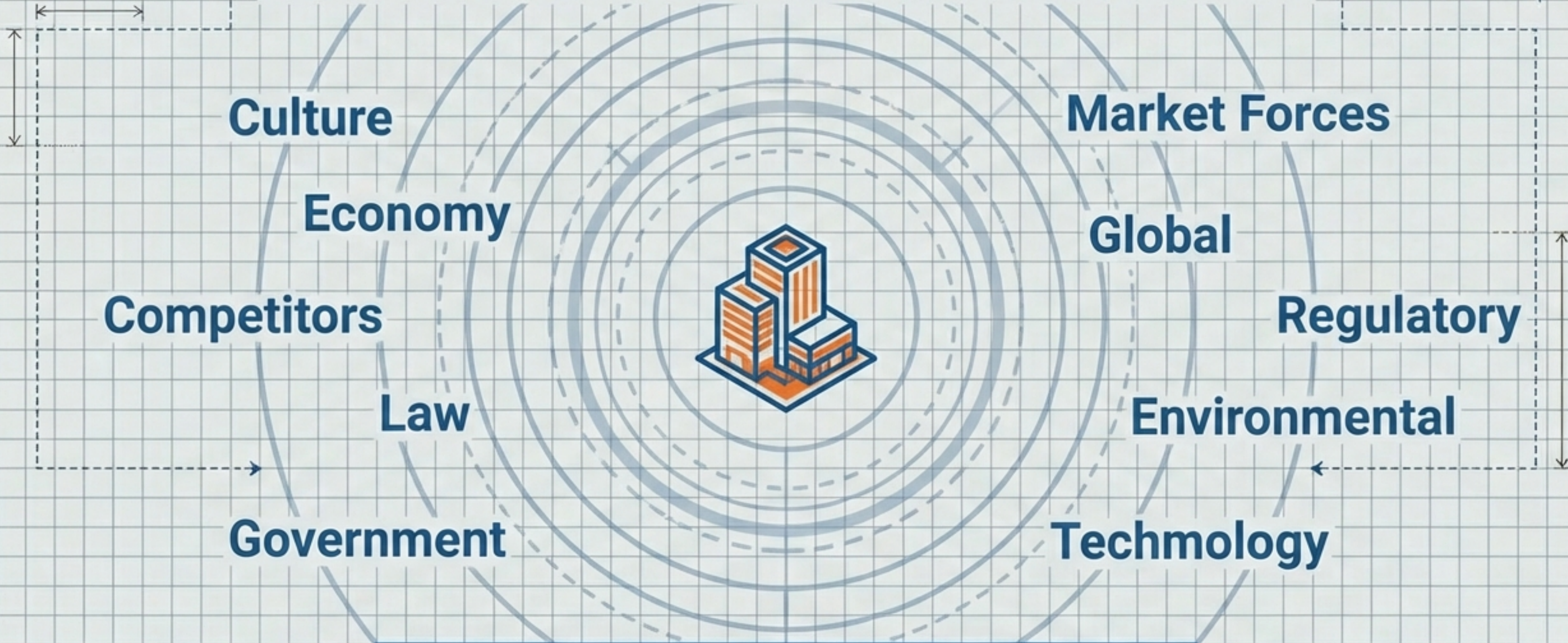


Few layers, leader as coordinator,  
members as equals.

# The Triad of Objectives

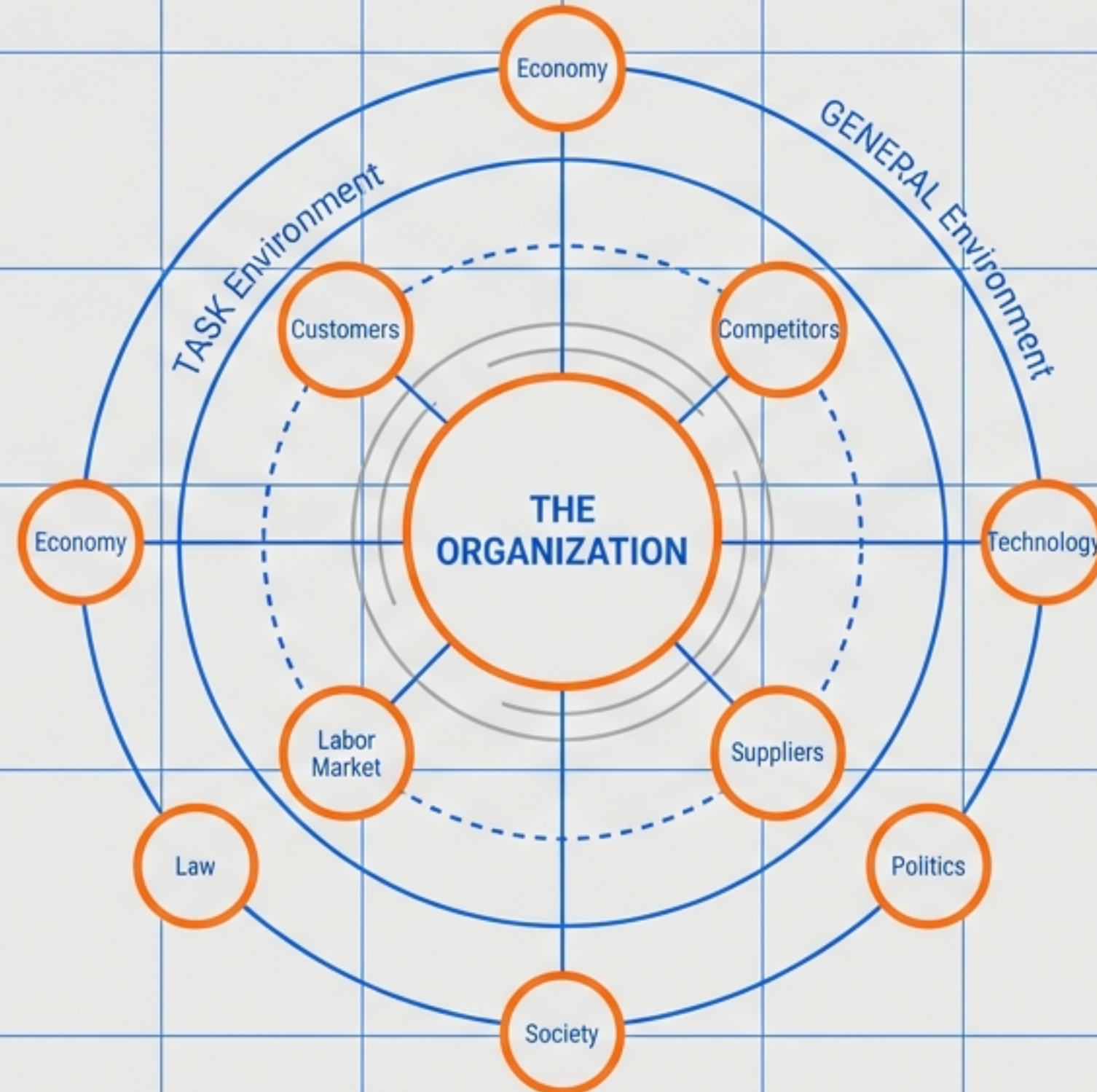


# The Organizational Ecosystem



Managers must factor these external forces into every decision to ensure survival.

# The External Environment



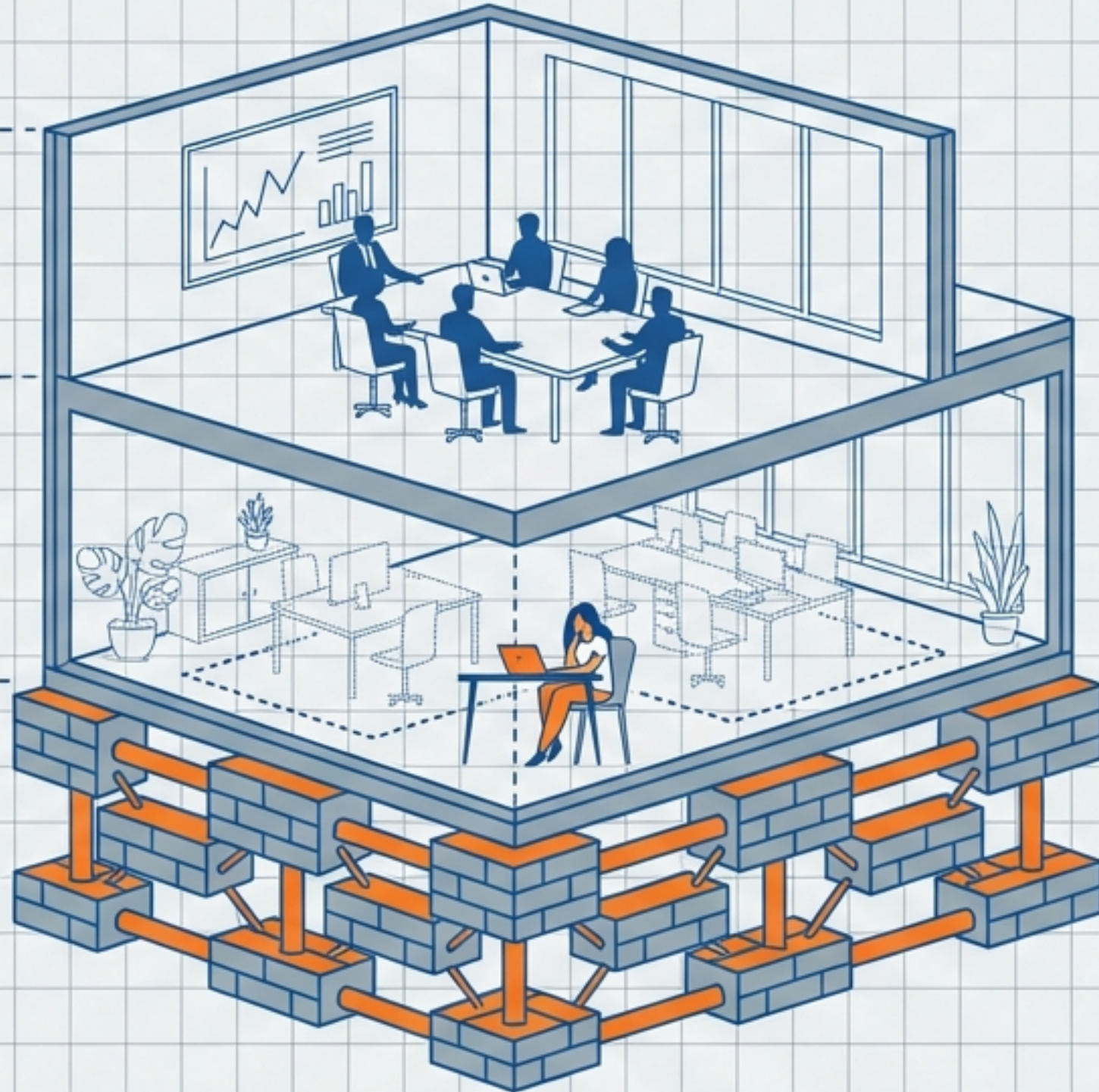
# The Internal Environment



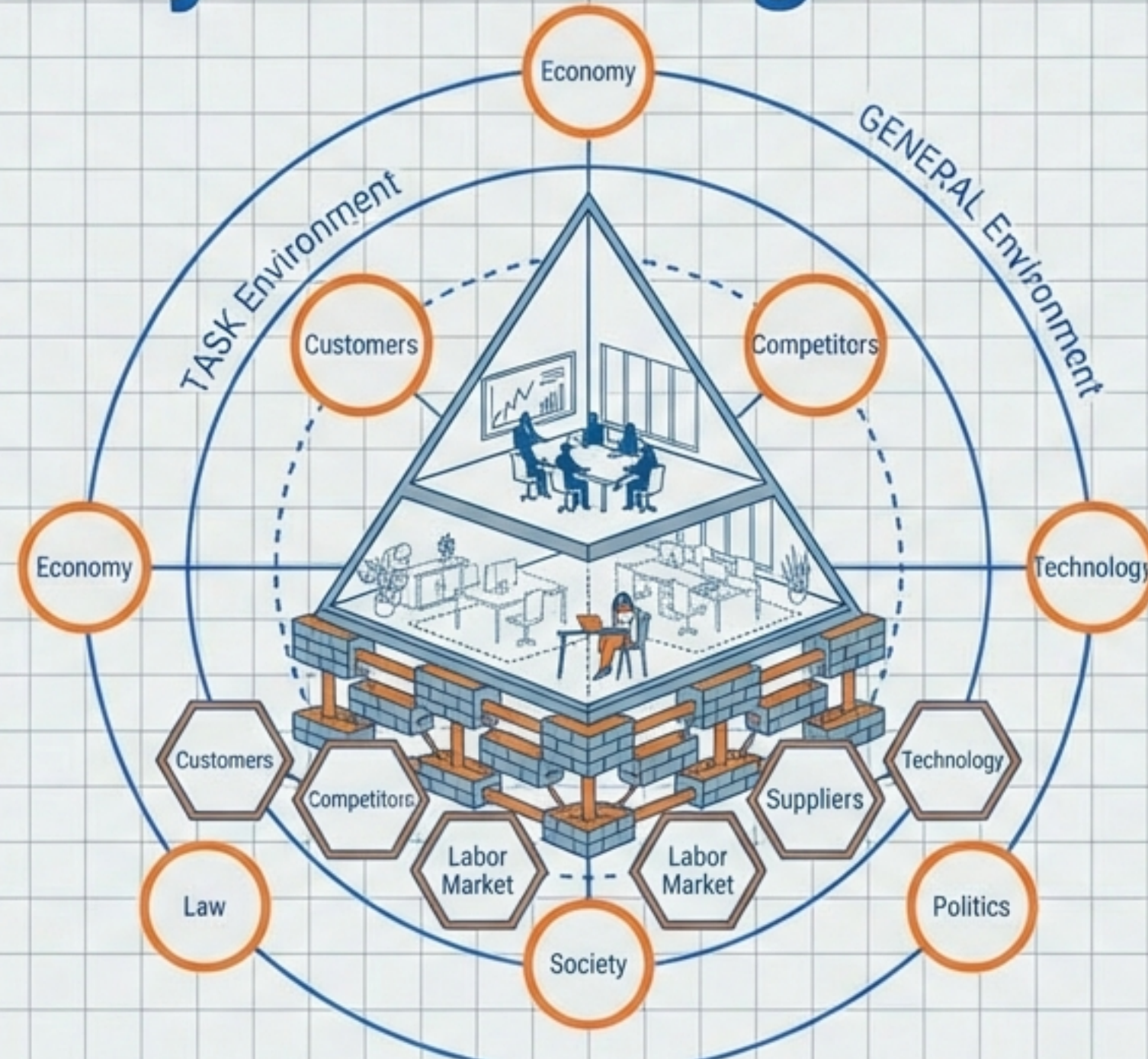
Owners & Board of Executives  
(Governance)

Employees  
(Operations)

Organizational Culture  
(Shared Values)



# Summary: The Integrated Model



Effective management aligns internal structure with external environment to achieve the triad of Economic, Social, and Service objectives.