

FEBRUARY 2005 - LEADERSHIP LETTER #1

Let's Get Organized!

Friends, Clients, Colleagues ...

This is the first of an irregular emailing of brief items you may hopefully enjoy or find useful.

They'll include short articles I've written, summaries or excerpts from great books, as well as reprints.

Feel free to print and use them for your work or forward them via email to colleagues.

For stuff that is actually original, I'll try to remember to say so, and to show the source(s) of others. Feedback, suggestions, etc. will always be welcome.

Best wishes and regards,

Mel

Mel Hensey, PE, F.ASCE
Management Consulting Engineer
Hensey Associates
8220 Riversedge Cir., Maineville, OH 45039
513/919-7672, MHensey@aol.com
www.henseyassociates.com

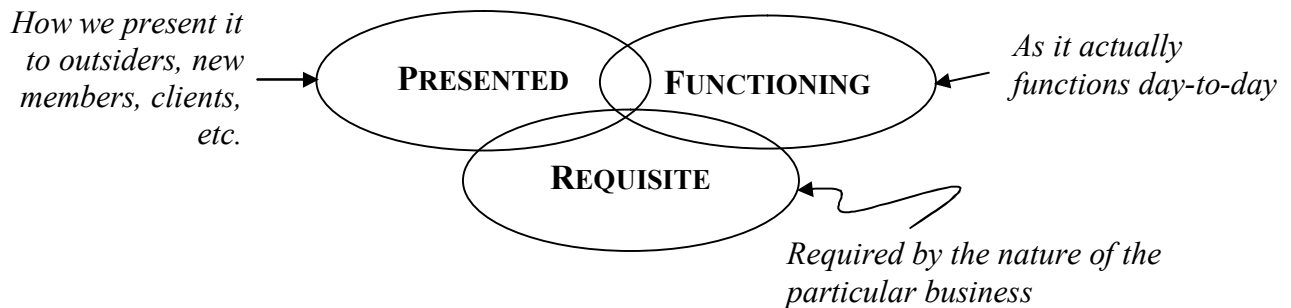
If you do not care to receive these Leadership Letters in the future, please simply send us an email to let us know and we'll remove you from the list. Thank you.

LET'S GET ORGANIZED!

Improving your organization (structure and roles) may or may not be a current need. Sometimes, however, your strategic plan may indicate a need for improving your organization (form follows function).

One thing we've learned over and over is to beware of allowing consulting firms to reorganize your firm unless they work **very** closely ... in a **team** setting ... with your top leadership.

Most firms actually have **three** "organizations," as shown here ...



The "**trick**" (and it's a real challenge sometimes) is to get the circles to coincide; that is:

The way it's presented
is the way it functions
and is optimal for the business!

Here's a good **process** for doing this:

- Choose the "designers" (top management?)
- Identify current weaknesses
- Identify and prioritize criteria
- Generate and look at the alternatives
- Define the best alternative so all can understand it

If the changes are significant, expect full implementation to take a while; be patient but persistent.

*Mel Hensey
Management Consulting Engineer
November 2004*