Project Management

Student Name

Columbia Southern University

Thesis Statement and Introduction

Xerox, is a company that was invented more than 75 years ago. Still to this day the company has continued engineering how the world works by applying the knowledge in imaging, business processing, and automation and human centric design to make a true difference for their customers (Corporation, 2015).

**Bureaucratic Structures Principles**

Bureaucratic structures operate based on the principles advanced by Max Weber, the father of modern bureaucracy (Jones, 2013). In order for the Bureaucratic structure to operate there are six principles.

* Principle One: is the bureaucracy that is founded in the concept of rational-legal authority.
* Principle Two: are the organizational roles that are held on the basis of technical competence.
* Principle Three: A role’s task responsibility and decision- making authority and its relationship to other roles in the organization should be clearly specified.
* Principle Four: The organization of roles in a bureaucracy is such that each lower office in the chain of command is under the control and supervision of a higher office.
* Principle Five: Are rules, of standard operating procedure, and norms that should be used to control the behavior and the relationship amongst roles within and organization.
* Principle Six: Are administrative acts, decisions, and rules that should be formulated and put in writing (Jones, 2013).

Small businesses start out as "flat" organizations, with most employees reporting directly to the owners. However, as small businesses grow, they tend to add management layers and become hierarchical organizations with a chief executive officer at the top, followed by senior vice presidents, vice presidents, directors, managers, project leaders and finally employees. Flattening these hierarchies involves removing or combining some of these layers, which leads to organizations that can respond rapidly to the competition.

**Explain why flattening hierarchies and empowering teams is a strategy**

Decisions in hierarchies can take longer because information has to flow through several layers before reaching the right person. This could mean missing profitable opportunities or reacting late to competitive threats. Flattening these layers compresses the time it takes for senior management to receive, process and respond to critical information. Flattening also reduces overhead costs, such as salaries and administrative expenses, which improve profitability. In large organizations, flattening could also mean sharing resources, such as subject matter experts and equipment, among projects so that everybody can contribute to the corporate objectives.

**Divisional structures**

Divisional structures like production, marketing and geographical can produce effective results within a short time. It takes time for a divisional structure to communicate to the higher authorities. However, a flattened organization increases the speed of delivery by providing divisional structure with few hierarchies that facilitate a fast delivery of decisions (Jones, 2013). It improves the quality of the teams and decision-making with the organization.

**Organizational design models and structures impact organizational development**

Organizational design and structure have a direct impact on overall performance because it influences the work of employees and the competitiveness of the company. The structure and design determine the evaluation procedures and their effectiveness. They influence the development of leaders in the organization. A good organizational design and structure should support the development of new leaders and the ability to evaluate the work of seniors in the company.

**Conclusion**