

# People: Organizational Structure



1. Name the #1 person accountable for each role or key position
2. List Key Measures for each position
3. Take your Profit/Loss and Balance/Sheet and assign line items to the person

## Seats – Head of Departments - Accountability

Role/Key Position	1 Name	2 Leading Indicators (Key Performance Indicators)	3 Lagging Indicator/Outcomes (P/L or B/S Items)
Head of Company			
Sales & Marketing • Sales • Marketing			
Operations • Manufacturing/Service Delivery • Research & Development			
Finance & Accounting • Treasury • Controller			
HR/Learning/People			
Information Technology			
Customer Satisfaction/Advocacy			
Heads of Business Units • • • •			

**Identify:** 1. More than 1 Person in a seat; 2. Person in more than 1 seat; 3. Empty seats; 4. Enthusiastically Rehire?