People: Organizational Structure

Gazelles
GROWING LEADERS - GROWING COMPANIES

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 Indicators/Outcomes (P/L or B/S Items)
Head of Company			
Sales & Marketing			
• Sales			
• Marketing			
Operations			
• Manufacturing/Service Delivery			
• Research & Dev.			
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?

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