

Impacts and Outcomes of Organizational Restructuring

Assessing the organization as a whole provides insights and information that will allow you to see the big picture as you focus on the CEO's role and responsibilities specifically. Most organizations go through continuous cycles of growth and shrinkage over time. These types of analysis provide you a snapshot in time view of the station to work with the "current reality" and to strategize how to shift toward the next configuration. As a result of these assessments, it is very common to realize that the shifts that need to take place for the CEO to focus on major-giving often interconnect with other shifts that have been on your radar already as part of other strategic issues.

For Stations:

- Greater alignment of operational functions and staff skill-sets
- Identification of structural strengths, weaknesses, gaps and opportunities

For CEOs/CEOs & Senior Staff:

- Clarity for lines of responsibility, reporting, communication, and accountability
- Identification of opportunities for realignment to match organizational priorities, competencies, functions and skill-sets
- Identification of opportunities/areas for professional development, training, growth and advancement

For Development Staff:

- Awareness of the structural, operational, and strategic priorities for the station in service to the community
- Awareness of the personnel who lead these functions and who steward the gifts that support these priorities and services
- Confidence regarding the operational health of the station to continue to provide quality programming and to respond to community needs and priorities served through the station and staff

For Volunteer Leaders:

- Congruence of Board committees and structures with operational functions of the station
- Data for aligning CEO position description with identified accountabilities for evaluation
- Target competencies and expertise for future Board and CEO recruitment
- Data to guide strategic planning and budgeting