

Business Structure Basics

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Businesses like bodies need the right components in order to function well. From the overall structure to the smallest units, systems provide functionality. In business, these systems consist of people, processes and tools. These must be developed within a structure that supports the type, size and complexity of the business being done.

People make the world go round....

The business leader or CEO has this basic job description:

- Direct and set overall expectations
- Review plans for achieving the expectations
- Approve the desired plans
- Release resources to achieve the plan
- Obtain evaluation – expected results versus actual results

Inherent in this approach are these three concepts – the leader

- Is not working alone.
- Is positioned and apt to lead.
- Has a team of thinkers, planners and implementers.

Teams are built based on the competencies and skills needed to achieve results. Personalities add spice that sometimes equates to hot sauce and vinegar. Too much of it is bound to cause indigestion. Thus, ongoing coaching and training is critical for setting the right work environment, handling conflicts and maintaining the proper focus.

Where do we go from here....

Processes create the path for progression and consistent operations. Although expected results begin with an approved plan, they are rarely accomplished without right procedures. Nothing good just happens. And if it does, it is rarely repeated. Expected results occur when deliberate action is taken over a period of time to produce them. Processes include the actions to be taken in order, the people to take them, and the reporting of their outcomes. This also provides protection for assets and control of risks.

If I had a hammer, I'd hammer in the morning....

Work is always easier with the right tools. Tools consist of anything needed to get the job done efficiently. This most assuredly includes technology. But depending on the type of business, a headset attached to a telephone can mean the difference between the success and failure of a plan. Tools cost money, but trying to function without them can cost even more. Money is also a tool. But, handling money is more about mindset than anything else. While a tool may cost something, it does not need to cost too much. Creativity is key.