

STAFF CIRCLE MODEL





ORGANIZATIONAL MODEL

The attached organizational model illustrates a paradigm that is in harmony with the CEO's leadership philosophy and the organization's values. We do not merely espouse empowerment and teamwork while structuring formal silos. Rather, we have a staff structure and culture that from the illustration through to practice supports the critical elements of our philosophy: innovation, empowerment, communication, collaboration, integration and continuous improvement. This is a culture of excellence focused on high engagement and high quality performance.

Each area of the circle represents a strategic program core, a functional area primarily responsible for a given range of programs within the organization. The openness illustrates that boundaries are permeable within the organization and accessible in the external environment, resulting in the multidirectional flow of ideas, information, and knowledge. While core leaders have primary responsibility for specific programs, this model supports a level of fluidity necessary to allow cross-functional teams to collaborate as illustrated by the interconnected ribbons. Additionally, the culture allows for personal and professional growth for individual staff members by affording them opportunities outside of their core. While reporting structures exist, they are illustrated non-hierarchically to demonstrate that all employees are valued. The fluidity of reporting structures also allows individual staff members to access resources as needed.

This model represents a system that works together toward the Society's mission, one that requires all to work together for the organization to grow. Leaders at all levels are empowered to be a part of advancing the organization, rather than only an elite group of senior staff. The executive team strives to promote visionary thinking and action throughout the organization. Staff at all levels are expected to take responsibility for creating and producing results and being accountable to their team, each other, members, and the entire association.

