

Assignment on Organizational Culture and Design

Name

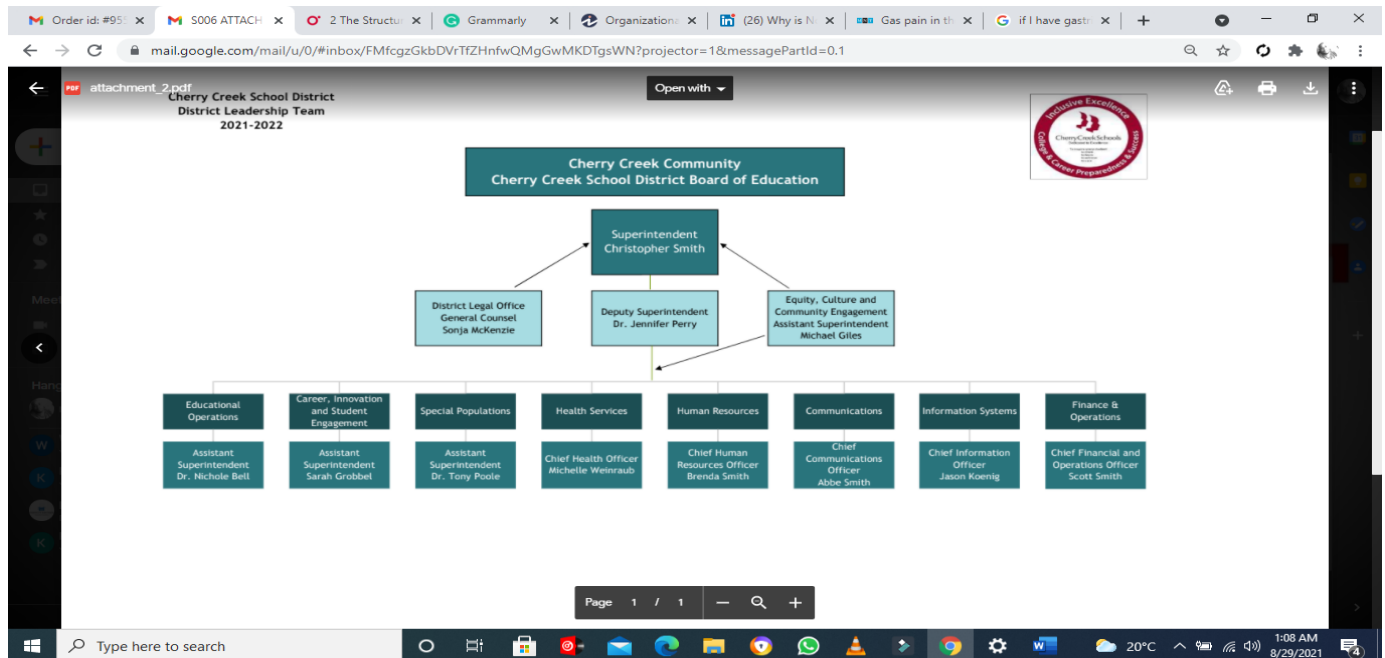
Institution

Course

Professor

Date

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The main organization to be discussed includes the Cherry Creek School District. The Cherry Creek School District leadership team comprises several stakeholders with different positions and responsibilities that are instrumental in facilitating significant organizational development. The organization works with a vertical structure of operational development. The main issue surrounding the organizational structure is that its power is due to its top-down decision-making process. At the top of organizational structure is the Cherry School District Board of Education, an important developmental structure of power that makes all the major decisions. The second powerful position includes the superintendent. The superintendent works with three positions under it. These include the District Legal Office, the Deputy Superintendent, and the EQUITY, Culture, and Community Engagement Assistant superintendent. The positions are operational with their responsibilities handled by others under them (Sturdivant, Seguin, & Amiri, 2020). These comprise educational operations, health science, human resources, finance and operations, and specialist populations. The ones at the

bottom of the organizational structure are diverse in their roles and responsibilities. They include assistant superintendent, comprising of three stakeholders collaboratively working together to influence efficiency in operations. Also, there are different chief positions with responsibilities in health, human resources, communication, information, and financial and operational developments.

The concentration of the most responsibilities at the bottom of the organizational structure suggests that the organization has the right capacity to create changes in the market. The Cherry Creek School District leadership is crucial in facilitating effective and efficient decision-making. It ensures that individuals involved in its daily operations have the capacity to create an efficient developmental change. The division of labor can be evaluated through assessing the nature of departments, headed by different figures with unique roles (Bigby, 2017). Departmentalization has been undertaken through the departmental heads working through a vertical power structure to influence development. The organization works through an open-ended framework of control with each department remaining independent in operational development. The decision-making capabilities are theoretical in their organization when it comes to understanding the organizational structure.

The organizations should have reduced positions to influence development. Right now, the organization has too many departments and responsibilities that are creating bureaucracy in the overall development of decisions. The organization cannot make the right decisions due to the many issues surrounding the district and the level of education. To support effective learning, decisions have to be made by small teams. The aspect of having small teams creates clarity in the nature of data that the organization handles. With the reduction of the lowest class of individuals and dividing them into small teams enables them to remain dedicated in specific developmental

outcomes. It is one way through which the organization can achieve its goals. The main issue is about creating a mirror that defines the right responsibilities and roles of the stakeholders involved in decisions focused on ensuring that the organization is able to achieve its main objectives. Cherry Creek School District will work well with the organizational structure streamlined in a way that it creates the best experience in terms of objective achievement.

To conclude the experience in assessing the organizational structure, the main focus has been about understanding the fact that the organizational structure of Cherry Creek School District is not as efficient as it seems because of its different issues. Cherry Creek School District has a top-down organizational structure with its position focused on achieving seniority in decision-making among organizational members.

References

- Bigby, C. (2017). Delivering decision making support to people with cognitive disability—What has been learned from pilot programs in Australia from 2010 to 2015. *Australian Journal of Social Issues*, 52(3), 222-240.
- Sturdivant, T., Seguin, C., & Amiri, A. (2020). Ethical Decision-Making for Nurses Treating Acute Pain in Patients with Opioid Abuse History. *Medsurg Nursing*, 29(1).