

Hello, everybody. Dennis Engelbrecht with digging deeper. Today I want to talk about a purpose driven organizational chart, right?

So, your typical organizational chart, if you think about it, is generally top down. We have the board of directors, the president, CEO, and then we have our departments and all of that. And it really is sort of a hierarchy type of thing. And I've seen some great solutions to make that look better. I've seen sideways organizational charts, which appear less hierarchical, if you will. And I've seen some in circles and things like that. Well, today, I want you to think about a purpose driven organizational chart.

So, what do I mean by purpose? Well, what is the purpose of the work you do as a construction company? Essentially as a company you're trying to deliver some sort of successful outcomes. Successful outcomes for your clients, successful outcomes for the end user, successful outcomes for your company in terms of profitability on the projects. And really those successful outcomes come down to successful jobs.

So really what's at the center of this organizational chart, if you will, a purpose driven organizational chart, is that purpose. Those successful outcomes or successful jobs that you're trying to create. Now, the next layer of a circle around that inner circle is really all of the direct job team. And when I say the direct job team, I'm talking about the craft workers, the helpers, the superintendents, the project managers, any project assistance or PEs that are directly devoted to that. I'm also talking, actually, about outsiders, such as the architect, the engineer, the owners, all of those people who are working together to deliver those successful outcomes, those successful jobs. So that's the next core. Those are the people that are contributing directly to create those outcomes.

Now, outside of that, the next layer of the organizational chart is the support personnel. The support personnel, often the office personnel, the folks that are supporting the project managers, could be the shop and warehouse that's delivering materials or building that's going to be used onsite, prefabbing, could be the payroll people that are providing information to the field and taking information. It's even the accounting people that are tracking the job costs, then are going to deliver the job cross report so the job team knows where they stand in terms of the job. But that next layer of people are the support team to the direct job team.

And then finally on the outer layer of this purpose driven organizational chart is the company's leadership and their leadership systems. So, the leadership and leadership systems, these are the things that inspire, organize, resource, direct those activities of the direct job teams and of the support personnel, right? They keep those other groups in motion, keep them supported so that they can again, deliver on the company's purpose, which is those successful outcomes, successful jobs. So little bit different way of thinking about it. It definitely does not explain all of the, who reports to whom, and all of that, but it really explains how your company should work. A field driven-job driven culture way of looking at the job. And it also explains really what the appropriate role of leadership and management is. You're there to support those other people who are directly getting the job done and getting a job done successfully. So again, think about putting together a purpose driven org chart. This is Dennis Engelbrecht, digging deeper.