

# performer**mentor**.biz

I solve people problems for growth businesses.

## people problem

### your organizational structure doesn't optimize delivery on your business model

You have a sound strategy. Your business model makes good sense. But you aren't executing well even though you are setting long-term, annual, and quarterly goals and cascading them through the business. Silos form and persist. Critical knowledge gaps emerge. The components of your business are performing asymmetrically, with some functions working well and others lagging behind. It's setting the whole team back and it's maddening!

These are signs that your org structure has become a barrier to continued growth. Unaddressed, you suffer problems like customer loss, slowed growth, finger pointing, and wheel-spinning efforts that don't add the kind of business value you ought to see with that size of staff.

## performer**mentor**.biz solution

### organizational structure analysis

Business strategy informs organization structure. Form follows function. Management science principles inform organizational structure too. Function follows form. If you're an engineer, you understand how this seeming paradox plays out in any act of design and creation.

The more you leverage empirically proven management science principles, the more creativity, trust, and high performance you can expect from your organization. Work is a fundamentally creative act of human judgment, or it's not work. A right-sized hierarchy is a function of the complexity of your business strategy. The capability of the person must match the complexity of the role. Accountability must equal authority. These principles leverage, rather than fight against, human nature. I can teach you how to apply these principles in your business and help you evolve your organizational structure to get the best possible results.

#### makes you \$ by...

Right people in right seats in a right-sized accountability hierarchy makes any business more effective at creating, selling, and delivering great products and services.

#### reduces cost by...

Less bureaucracy, wasted achievements, and duplicate efforts means your business creates more value for less cost.

## GET STARTED

A no-risk free consult. Let's meet and talk about your business' unique needs so we can design an arrangement that gets you the highest value for the investment.



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