

Organizational structure and leaderships

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Organizational structure and leadership Organizational structure and leadership The level of success of an organization depends largely on its organizational structure. An organization ought to be structured in a way that allows decision to be made in the shortest time possible. Organizations all over the world are dissimilar in terms of their organizational structures. The different formal organizational structures include ad-hoc, matrix, service line, flat, or a combination of all. This paper focuses on the organizational structure in my workplace.

My organizational functions under a flat organizational structure. This means that the organization has fewer levels of management. Many companies have adapted a bureaucratic form of management whereby there are exaggerated numbers of management levels. Such forms of management are regarded as too bossy. A flat organizational structure in my organization therefore has fewer managers hence decisions are made in a promptly (Huffmire, 2006). In addition, employees are able to make autonomous pronouncement. According to DuBrin (2011), " A flat organizational structure acts less bureaucratically for two reasons. First, fewer available managers review the decisions of other workers. Second, a shorter chain of command means that managers and workers at lower levels can make decisions more independently" (p. 274).

Decision making

Decision making within my organization is decentralized as in any other institution with a flat organizational structure. Subsequently, decision making at the departmental level is also decentralized. A good example is at the Human Resource department. This means that employees at this

department are able to make their own work related decisions without necessarily seeking authorization from the human resource manager as long as the decision lies within organizational objectives and plans of action.

There are very few individuals with decision-making or administrative roles at the top level of hierarchy in a flat structure, and this helps improve efficiency in the decision making process as the employees do not have to seek authorization to make minor pronouncements from the top level managers. Due to the chain of command in a centralized system of leadership, making resolution may take a long time to accomplish (Huffmire, 2006).

Influence of formal and informal leadership on decision making

According to DuBrin (2011), a formal type of leadership is characterized by a centralized form of management. In other words, the manager or the individual with all the powers in decision making in an organization is at the top level in the hierarchy. In an informal leadership, on the other hand, the decision maker considers the contributions and feelings of the employees in the decision making process. A manager opting to adapt an informal type of leadership is able to encourage and inspire employees in their daily activities as s/he lays much importance or significance on the feelings and desires of the employees in making pronouncements. A formal leader will make decisions that must be followed by all employees. Under a centralized system of leadership, employees are engrossed with seeking authorization from the top manager in all activities they are involved in. Informal leadership encourages all employees to seek opinion, counsel, and guidance from the managers in the decision making process. When employees

disagree within the departments, an informal leader convinces the opponents to support activities that will have additional benefits to the organization while a formal leader only gives an order that must be followed (Huffmire, 2006).

In a nutshell, an organization with a flat organizational structure has fewer numbers of management levels. This means decisions can be made in a speedy manner as there are fewer managers making decisions in the management hierarchy. A flat organizational structure encourages employees to make their own decisions and only seek the counsel, opinion, and guidance of their managers when making difficult decisions.

References

DuBrin, A. (2011). *Essentials of Management*. Mason, OH: Cengage Learning.

Huffmire, D. W. (2006). *Handbook of Effective Management: How to Manage or Supervise Strategically*. Westport, CT: Praeger.