



ORGANIZATIONAL DESIGN CONSIDERATIONS

Need for Organizational Re-Alignment

- Complex and incoherent current organizational structure undermines accountability.
- Government is a maze. Only insiders can navigate the current structure.
- Common administrative services are fragmented and duplicated. Agencies and departments have redundant administrative support functions which wastes dollars.
- Bureaucracy works against itself instead of for the citizens. Bureaucratic paperwork and internal conflicts come first. Quality of service delivery is not job one.

Objectives for Realignment

- Align with the Strategic Plan (and by function). Effective government aligns function and organization. Only in this way can managers determine if the assigned functions are carried out efficiently and hold divisions and departments accountable for their performance.
- Take down silos (no longer Federal grants driven).
- Leverage highest and best use (to increase capacity). Consolidate administrative services. Common internal services—such as human resources, purchasing and accounting—should be consolidated to achieve economies of scale and to reduce duplication. New divisions will be able to shift their focus from managing paperwork to delivering services.
- Foster shared leadership throughout the entire structure.
- Drive efficiency and cost optimization.
- Focus on quality. The alignment of government programs into the new functional divisions is a merger of program and service delivery structures, not a takeover of one part of government by another. This will ensure that the best people, the best ideas and the best practices are identified and used.

