

The 4 Components of
Organizational Structure

The right organizational structure can help your practice become more effective, more efficient, and more successful. To build the best structure for your practice, there are four key components to consider: span of control, functional efficiency, decision quality, and change readiness.

1 - Span of Control

As your practice grows, your organization will become more complex. When this happens, one person will be unable to effectively coach, support, and develop all employees in the practice. The span of control, or number of people reporting to one individual, may need to decrease or shift to other members in the hospital.

2 – Functional Efficiency

Functional teams will operate most efficiently when there are channels to receive information and make decisions at a local level. Rather than having to go to the practice owner or manager, employees can quickly get the information they need within their functional team.

3 – Decision Quality

When functional teams have the ability to make decisions at a local level, rather than waiting for answers from someone higher in the organization, decisions will be made with better speed and accuracy.

4 – Change Readiness

Change is a constant part of any veterinary practice. Increasing your change readiness will help your organization smoothly work through transitions. Assign a person on each functional team who will be focused on helping and supporting their team through change.