

# Organisation

concept cards<sup>©</sup>

FOR TEAMS, MANAGERS OR LEADERS



An organisation is a system of mechanisms for the use and combination of resources to achieve objectives.

## Organisation systems create value

Companies generate value by developing assets through the production and sale of products. These products arise from the effective use and combination of resources. An organization understood as an organizational system is a set of mechanisms that supports the value creation.

## Organisation is a (Meta) Resource

Organisation is a resource in itself and a meta-resource, as it determines how effectively and efficiently all other resources are used. A poorly organised company wastes resources, failing to realise their full potential and to use them sustainably.

## Mechanisms of Organisation

To achieve objectives and create value, the following mechanisms should be designed & implemented:

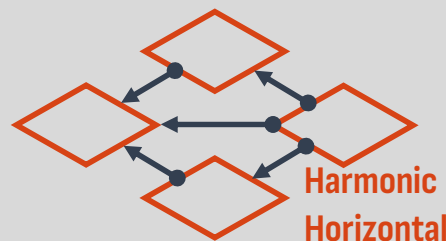
- 1. Structure & work distribution** – Divide work to build and contribute expertise.
- 2. Alignment, collaboration & coordination** – Achieve cooperation towards common goals and customer benefit.
- 3. Responsibility & decision-making** – Assign clear authority and accountability.
- 4. Resource selection, allocation & use** – Utilise assets & resources efficiently and without loss.
- 5. Remuneration & incentives** – Pay and reward value contribution and performance.
- 6. Information & clarity** – Provide transparency and knowledge for fast, sound decisions.
- 7. Adaptation & innovation** – Enable flexibility, change, and future development.
- 8. Learning & capability development** – Build competence and problem-solving ability.
- 9. Process & operations** – Execute recurring work with quality, reliability, and efficiency.
- 10. Culture** – Acting and behaving in accordance with defined values and beliefs.

Company  
Orientation

Company  
centric



Customer  
centric



Harmonic  
Horizontal

Hierarchical  
Vertical

