



DISCON Specialists

EA Enabling Recipes

Structuring and Manning the Organisation

Reason for Existence

Structuring and Manning the Organisation by either mapping a Function Structure Diagram (FSD), Object Interface Diagram (OID) or Attribute Dependency Diagram (ADD) to an Organisation Structure Diagram(OSD).

- Deliver the optimal Organisational Structure.
- Organisational areas, responsibilities and the manning of job-positions can be represented on this model.
- OSD can be compiled in the earlier stages of the project, as it will provide useful information on the people that will be required during JAD sessions.

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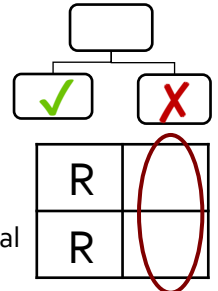
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2. Balance OSD against FSD

1. Balance the Perceived Ideal OSD against the Perceived Ideal FSD to determine deficiencies. This is achieved by mapping the Leaf Node Functions of the FSD to the Organisational Responsibilities of the OSD.
2. Determine Boundaries of Responsibilities. Add Functions / Responsibilities or remove redundant Functions / Responsibilities.
3. Discard redundant Responsibilities.

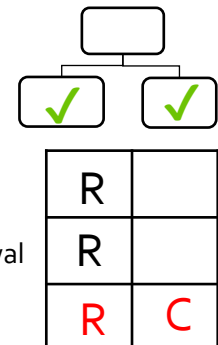
OSD <Perceived Ideal or Current>



F1: Distribute Cash

F2: Complete Withdrawal

4. Ensure completeness of responsible aspects. Consider all involved parties described as RACI.



F1: Distribute Cash

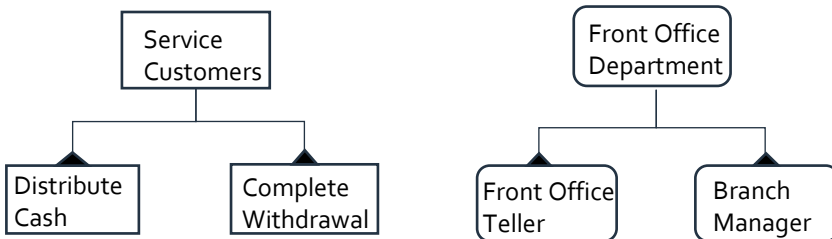
F2: Complete Withdrawal

F3: Authorise Amount

1. Compile Perceived Ideal

1. Compile the Perceived Ideal Function Structure Diagram (FSD).
2. Compile the Perceived Ideal Organisation Structure Diagram (OSD).

FSD <Perceived Ideal or Current> OSD <Perceived Ideal or Current>

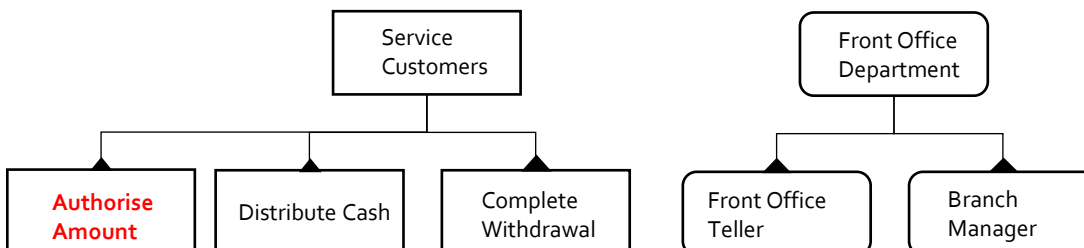


3. Compile Ideal

1. Verify Completeness of Line Functions by referring to responsibility aspects.
2. Add more Responsibilities or Leaf Node Functions to ensure that every function have at least one responsibility mapped to it.
3. Update the FSD to obtain the Ideal FSD.
4. Update the OSD to obtain the Ideal OSD.

FSD < Ideal >

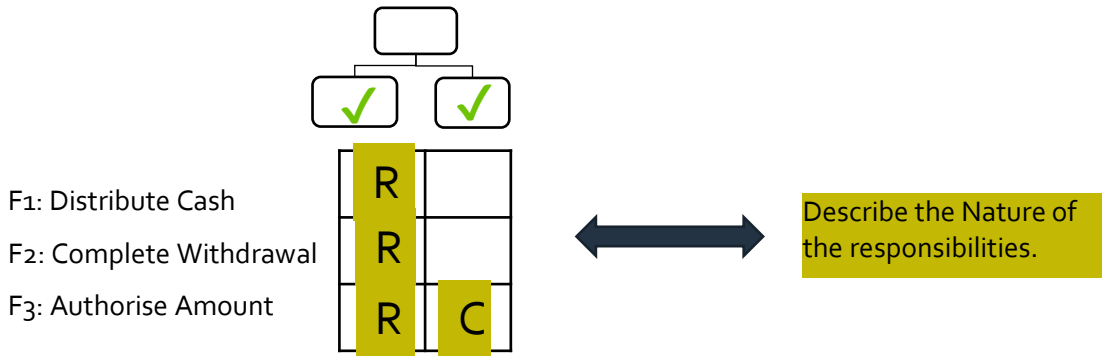
OSD < Ideal >



RACI

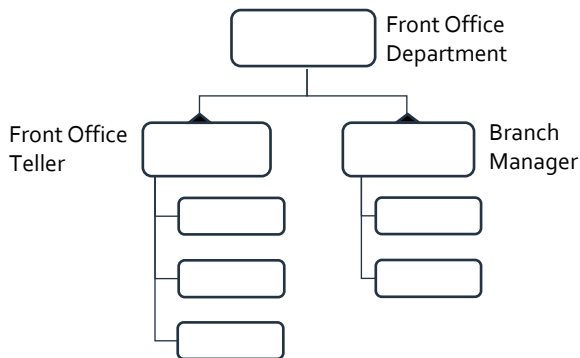
- Responsible (R)
- Accountable (A)
- Consulted (C)
- Informed (I)

4. Determine Responsibilities



5. Responsibility Mapping

Map Responsibilities to the Ideal Organisation Structure Diagram.



6. Gap Analysis

1. Determine the current skill base.
2. Determine the required skill base.
3. Perform Gap Analyses to match the required skill base against the current skill base.

This indicates to management what the skill base gaps are, and where the corrective measures have to be implemented.

7. Man the responsibilities

Man the responsibilities with the required skill set.

