



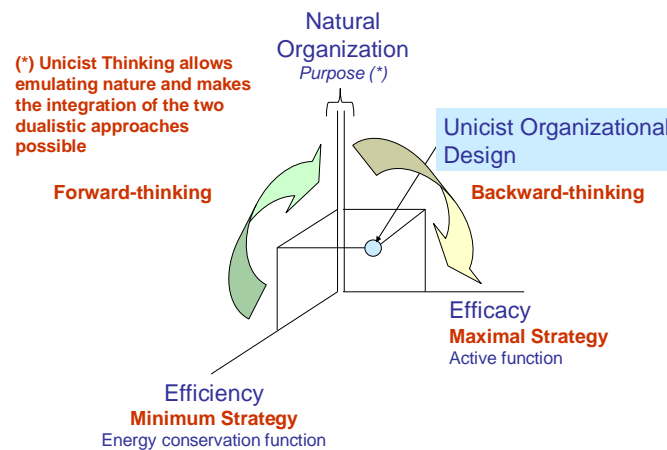
Discovery of the Taxonomy of Organizational Design

This is a synthesis on the results obtained from the research on the unicist ontology of organizational design to define its unicist ontogenetic map led by Peter Belohlavek.

Organizational design implies being able to integrate hardware, software and people-ware in an effective way. Effectiveness implies the integration of the efficacy of people with the efficiency of the system that has been designed.

The unicist ontology discovered for organizational design allowed defining the structure of the organization process to be used when a business starts or a big change is being implemented.

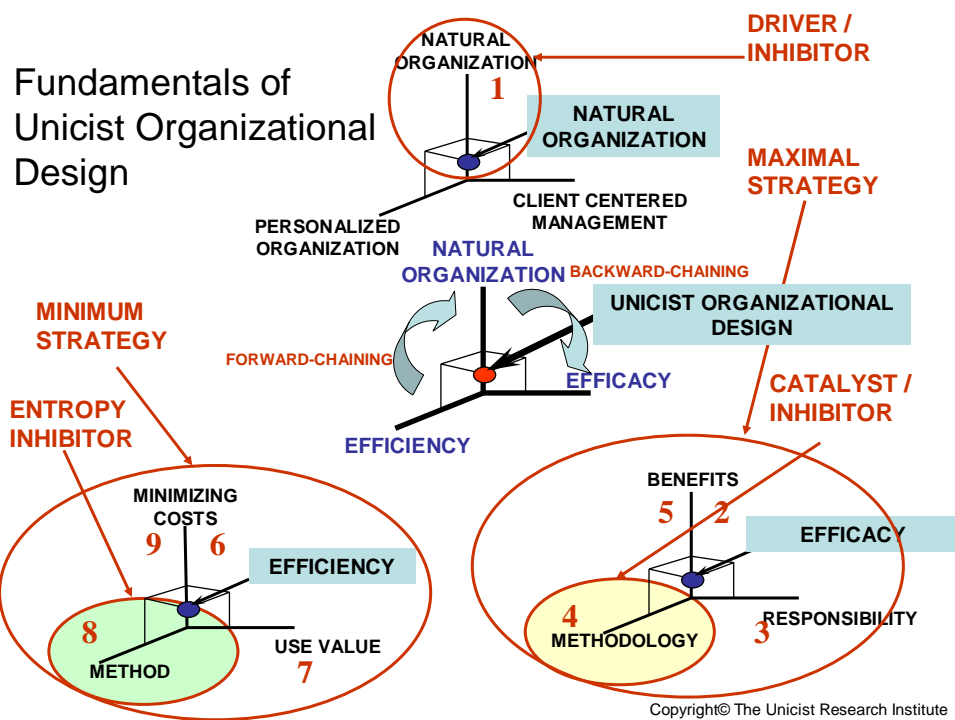
The fundamentals of Unicist Organizational Design



The ontology integrates the natural organization with the efficacy of the individuals involved and the efficiency of the system designed to ensure a minimum strategy.

The Natural Organization implies the integration of the natural business model of the activity with the Client Centered Management model and the Personalized Organization model that are possible in the culture.

Although the structure of CCM and PO are universal, their way to use them in a specific culture varies according to the dominant myths of the environment.



Taxonomy of the Organizational Process

- 1) Japanese Park – Pilot test: The first step to define the limits of the environment is letting things work in a natural way. This demonstrates the functionality of the context and allows defining the possibilities of what needs to be designed. When the values shown by the environment are extremely far away from what is needed the organizational process cannot be implemented.
- 2) The benefits of the parts involved in a working process need to be clarified. Both the organizational benefit and the personal benefits need to be approached in a “hypothetical” way. This step establishes the expectations of the parts involved.
- 3) The responsibilities of the parts need to be defined within the limits of the capacity of the individuals to assume them. When it is necessary to develop maximal strategies one must consider the capacity of managing risks, uncertainty and the frustrations of the participants. The design has to be based on the capacity of individuals to assume the responsibility.
- 4) The methodology of the work defines the logic that needs to be used. The methodology needs to be known before individuals are able to generate benefits for the organization and themselves. Methodologies need to be adequate to the level of the participants.
- 5) Confirming the benefits implies that the individuals know what benefits need to be produced for the organization and for them. The Minimum Strategy can only be designed after this is transparent.
- 6) Approach the possibility of minimizing costs to ensure the minimum strategy. The objective of this step is to confirm that the costs are within the limits of a minimum strategy.



- 7) Define the use value of the organization in its unit without considering the different subsystems or individuals that integrate it. It has to be defined what it is that the organization needs to achieve and how this objective will be fulfilled.
- 8) Define the methods to be used in the organization and how the performance management of the use of the methods will be developed. Methods need to be defined including the quality assurance and / or quality control system.
- 9) Confirm the cost of the solution that is being designed. This implies redefining alternatives that allow cost reductions that do not modify the structure of the organization. It necessarily drives to redefining the previously defined stages seeking for cost reductions.
- 10) Pilot test making. Both destructive and non-destructive pilot tests need to be used. The first test has to be the destructive test in order to be aware of the limits of the validity of the solution.

The Unicist Research Institute