



ORGANIZATION AND ADMINISTRATION

The vast majority of problems within large companies are not of technical, but of organizational and administrative nature.

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1. Introduction

Organization and administration is still at large a hole in man's knowledge, however a hole well camouflaged by authorities. This is not a statement to invalidate anyone's knowledge on the subject, but merely an observation. Especially large organizations seemingly reorganize themselves on a continuous basis to the degree, that their reorganizations literally overtake each other.

Even historically, the field of administration and organization has been widely overlooked or neglected. Many of the advances of mankind, successes in business or even warfare have only been possible within the framework of good administration and organization, however until recent times the basic factors of organization and administration were never properly investigated, it was never isolated what good administration and organization exactly consists of. Administration and organization were a mishmash of theories, hope and isolated successful actions. Because there were no factual laws or axioms on which a subject could be built, no scientific subject existed. Some of us were being called good organizers or good administrators but no exact definition was given, and the ones who were successful in the field could not relay what exactly they did that was responsible for success.

The American Writer and Philosopher L. Ron Hubbard extensively researched between 1950 and 1970 the subject of administration and organization.

In 1966, Mr. Hubbard stated in a lecture about Organization:

“... and when you have an organization and it's not confronted with a superior organization that organization will normally win – when it is not confronted by a superior organization. Now, therefore, we ask the question, what is a superior organization? Well, it is one, that is better organized. Well, how would you better organize something? Well, you would have to find out something about the laws of organization.”

By the mid 60ies, Mr. Hubbard had discovered and written up the basic and fundamental laws of organization. History has shown us the truth of the above words. Individuals seldom prevail, unless they were able to gain support of others and organize them.

The Roman Empire, the Russian Revolution, the Spanish Civil War, the rise of many totalitarian states where only possible with the establishment of a superior organization, no matter their general cause and purpose, being supportive or suppressive to the general population. These groups were able to establish a superior organization, and so the Russian Aristocracy, the Spanish Communists, Anarchists, and many of the Democratic Movements disappeared or were overwhelmed.

1.1. Organizational structure

To handle the fast changes and instabilities of the world one needs to operate from a stable base.

Working with and for many large multinational companies, I have often wondered how anything gets done at all in these enterprises. People are caught up in incomprehensible, workflows and procedures to the degree that it becomes difficult to get some actual work done. When it comes to most Government organizations it even gets worse, the citizen and taxpayer is left wondering whom he talks to if he finds anyone to talk to at all in the first place. Not to speak about the money we pay in taxes and then found squandered within a completely inefficient apparatus.

In all companies, we find an Organizational Board. Only the so-called Org Board is not really an Organizational Board, but rather a Command Chart. Now that is fine and necessary. A Command Chart shows us who is Boss and whom we have to salute however it is not an Organizational Board.

At the beginning of the 1950ies, L. Ron Hubbard asked himself an interesting question:

“Is there an organizational patter under which a company can be organized irrespective of its size and its purpose?” Without the need of rearranging the patter if the organization expands or contracts!

Such an organizational patter would undoubtedly enhance the survival of any activity to a very large extend.

By the mid 1960ies, Mr. Hubbard had solved the problem. Amongst many axioms and laws on organization, he discovered the existence of a very basic workflow, a basic patter that outlines any organization, regardless of the product one creates and its size. The use of this Organizational Board can bring about a hereto-unseen stability and potential for expansion for any organization.

1.2. General organizational aspects

In his extensive studies and research on organization, Mr. Hubbard discovered a great many more vital issues and details. These encompass:

1. Governance, Risk & Compliance

- What are the key factors necessary to achieve good corporate governance
- Why does risk management and compliance fail, the key factors
- The role of standards of conduct and ethics in an organization
- Ethical behavior in business why is it necessary for the long term survival of company and how to implement it.

2. The role of education in organizations

- Why are internal educational programs and training vital for employees?
- Why is organizational education necessary for all employees?

3. Assessment of employees

- How do we evaluate employees in a nonbiased fashion and
- on what basis do we grade employees?
- What is required from good management and leadership and
- the key ingredients of good leadership?
- What does the moral of employees depend on and how to raise it?

Setas Consulting is holding workshops on the above issues and consult decision makers in companies on organizational issues.

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