Ideal Organizational Structure

Activity 3-1

Format: Group (4 per group)

Time Frame: 1 hour

Description
This activity provides students with an opportunity to analyze the organizational structure of their own prevention bureau and establish an "ideal" organizational structure to fulfill their bureau's needs and objectives.

Materials
- Paper and pen
- Organizational chart (provided by the student)

Instructions
1. Identify the roles that need to be filled in your department's prevention operations.
2. Based on anticipated workload, determine the number of people needed for each position or role.
3. Create an "ideal" organizational chart detailing your vision for staffing your bureau.
4. Present your plan within your group. Be prepared to explain your rationale and answer questions from other group members.

Instructor Notes
1. Prepare a list of questions students may want to ask regarding the staffing models proposed.
2. Sample questions:
   - Does your plan account for future staffing needs due to growth or reduction?
   - Does your plan address all of your jurisdiction's required service areas?
   - What timeframe is needed to fully implement your plan?
   - What obstacles do you anticipate while implementing you plan?
   - Are there any innovative ways to fill the roles in your plan? (i.e., shared positions, part time or seasonal workers, etc.)
   - While this is an "ideal" plan, what budgetary constraints might you face? Are there mitigations for the budget issues?
3. Monitor the groups and provide input as needed.
4. At the end of the activity, wrap up the discussion and provide real-world examples of plan implementation.
5. Delete these instructions before distributing activity sheet to students.

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Notes and Brainstorming