

What does an organisation chart tell us?

What does the Org Chart Tell Us?	What Doesn't the Org Chart Tell Us?
Hierarchy	Goals, objectives, strategy, values, principles, protocols, outcomes of the organisation unit.
Reporting lines, who reports to who	Workflows
Number of jobs, teams, employees (not FTE)	What the work is, how the work gets done, who does the work
Names of jobs, teams, employees	Who is accountable for the work, decision making clarity, delegations.
Core business – how work is sectioned	Relationships
	Interactions, interdependencies, links between areas of the business.
Core leadership team(s)	Levels of influence, 'real influence', power
Gender	Expectations
Job vacancies	Employee work styles, performance, areas of expertise, skill sets, skill gaps
	Employee photos – so I know what they look like when I go to meet them / have questions for them!
	Does the structure work? Why does it work / not work?
	Processes and systems
	Workforce movement
	Criteria for matching employees to roles
	Succession planning, critical roles
	Work arrangements (P/T, F/T)