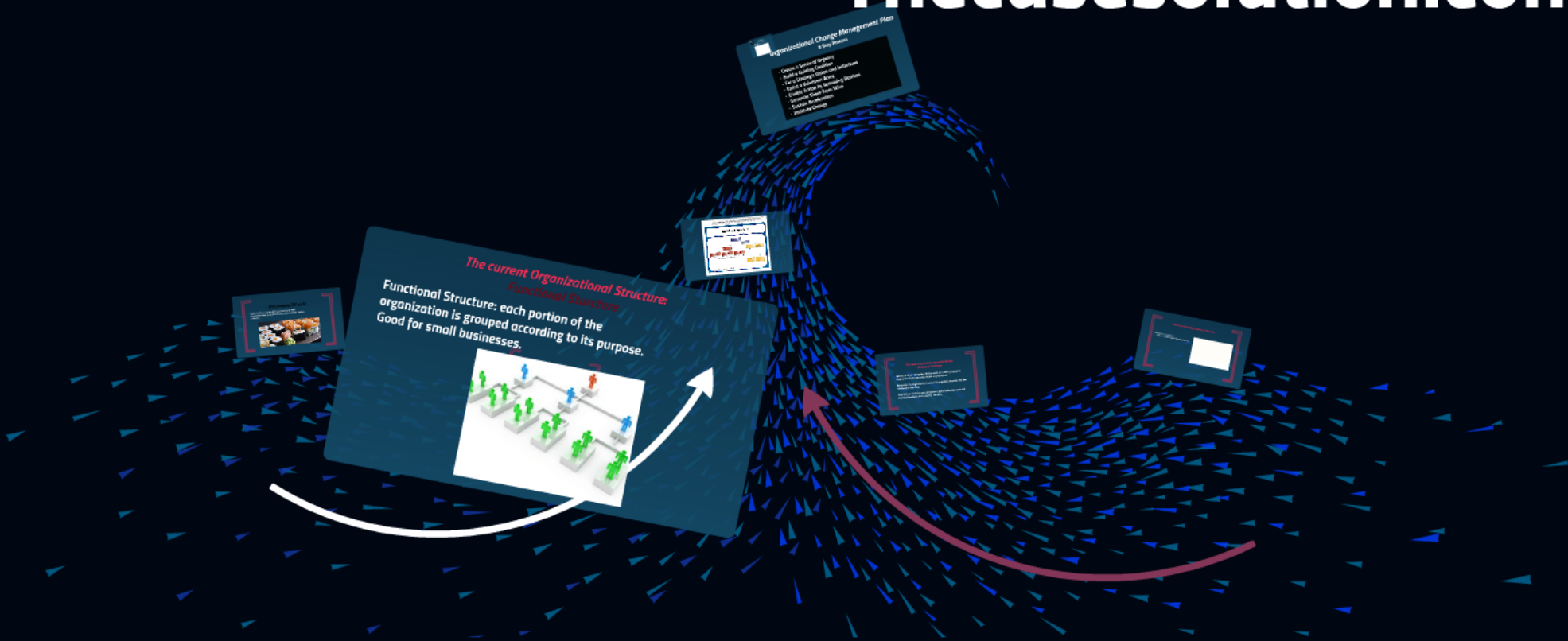


Organizational Structure Change Proposal



Organizational Structure Change Proposal

MY comapny: ZM sushi

- **Sushi franchise company that was founded in 1986**
- **Largest franchisor of supermarket-based food service counters in the U.S.**



*The current Organizational Structure:
Functional Structure*

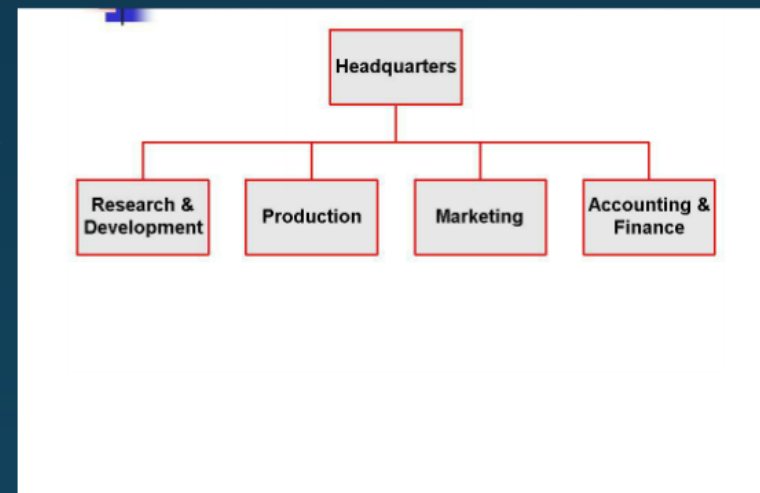
Functional Structure: each portion of the organization is grouped according to its purpose. Good for small businesses.



Chart of current Organizational Structure

Cons of Functional Structure:

- Lack of communication between departments



***The new structure for my organization:
Divisional Structure***

Better for larger companies that operate in a wide geographic area or that have separate smaller organizations

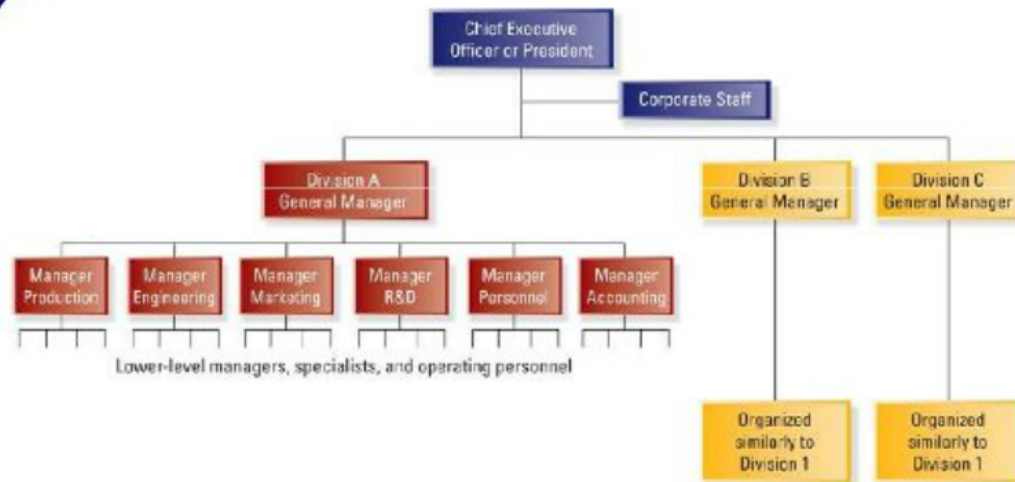
Perfect for my organization because it's a global company and has divisional leadership.

Truly believe that this new structure is going to develop new and improved products and customer services.

New Organizational Structure for my organization: Divisional Structure

10 - 17

Divisional Structure



Adapted from Exhibit 10.3 Divisional Organizational Structure



The vision for structural change

I will show the organization the pros of Divisional Structure



Organizational Change Management Plan

8 Step Process

- **Create a Sense of Urgency**
- **Build a Guiding Coalition**
- **For a Strategic Vision and Initiatives**
- **Enlist a Volunteer Army**
- **Enable Action by Removing Barriers**
- **Generate Short-Term Wins**
- **Sustain Acceleration**
- **Institute Change**