

Organizational Structures Assessment Tool (OSAT)

What is it?

The Organizational Structures Assessment Tool (OSAT) assesses the organizational structures that can either strengthen or weaken relational coordination between roles, depending on their design. These include:

- Selection
- Training
- Job Design
- Conflict Resolution
- Accountability & Rewards
- Boundary Spanners
- Protocols
- Meetings & Huddles
- Information Systems
- Spatial Design

What is it used for/ Purpose?

- Organizational structures are shaping patterns of behavior in directions that are either collaborative or siloed. When participants move outside those structures without prior agreement, they can put themselves at risk. Before change is possible, these structures and their impacts on collaboration need to be made visible.
- The OSAT can be completed qualitatively in a facilitated meeting with a small group, then quantitatively using the RCA Platform with a larger group of participants providing their input. Using the RCA Platform, the results are analyzed and presented visually to identify strengths and areas for improvement.