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**Organizational Structures Assessment Tool (OSAT)**

Which structures in your organization are most supportive of relational coordination for each role?

Which structures are least supportive?

* Use your relational map.
* Place the roles from your relational map across the top of the matrix.
* Structures are shown in the left-hand column. Ask “how well each role is supported by each structure?” For example: “Are nurses *selected for teamwork* with the other groups? Are therapists? Are physicians? Are residents? Are case managers?” Then, “Are nurses *trained for teamwork* with the other groups?” and so on.
	+ STRUCTURE PROVIDES WEAK SUPPORT FOR RC = RED
	+ STRUCTURE PROVIDES MODERATE SUPPORT FOR RC = BLUE
	+ STRUCTURE PROVIDES STRONG SUPPORT FOR RC = GREEN
* Then debrief:
	+ Which structures are currently *most/least supportive* of relational coordination?
	+ Which roles are currently *most/least supported* by the current structures?
	+ Where are the biggest opportunities for improving your structures?
	+ What obstacles might you face?

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Relational model of change



Sample Organizational Structures Assessment Tool (OSAT)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Structures** | Nurses | Therapists | Residents | Physicians | Case Managers | Social Workers |
| **Selection for Teamwork** |  |  |  |  |  |  |
| **Training for Teamwork** |  |  |  |  |  |  |
| **Relational Job Design** |  |  |  |  |  |  |
| **Shared Accountability**  |  |  |  |  |  |  |
| **Shared Rewards**  |  |  |  |  |  |  |
| **Shared Conflict Resolution**  |  |  |  |  |  |  |
| **Boundary Spanner Role** |  |  |  |  |  |  |
| **Shared Meetings/Huddles** |  |  |  |  |  |  |
| **Shared Protocols** |  |  |  |  |  |  |
| **Shared Info Systems** |  |  |  |  |  |  |

|  |  |  |
| --- | --- | --- |
| **THIS STRUCTURE PROVIDES WEAK SUPPORT FOR THIS ROLE**  | **THIS STRUCTURE PROVIDES MODERATE SUPPORT FOR THIS ROLE**  | **THIS STRUCTURE PROVIDES STRONG SUPPORT FOR THIS ROLE**  |
|  |  |  |

Organizational Structures Assessment Tool (OSAT)

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| --- | --- | --- | --- | --- | --- | --- |
| **Structures** | Role 1 | Role 2 | Role 3 | Role 4 | Role 5 | Role 6 |
| **Selection for Teamwork** |  |  |  |  |  |  |
| **Training for Teamwork** |  |  |  |  |  |  |
| **Relational Job Design** |  |  |  |  |  |  |
| **Shared Accountability**  |  |  |  |  |  |  |
| **Shared Rewards**  |  |  |  |  |  |  |
| **Shared Conflict Resolution**  |  |  |  |  |  |  |
| **Boundary Spanner Role** |  |  |  |  |  |  |
| **Shared Meetings/ Huddles** |  |  |  |  |  |  |
| **Shared Protocols** |  |  |  |  |  |  |
| **Shared Info Systems** |  |  |  |  |  |  |

|  |  |  |
| --- | --- | --- |
| **THIS STRUCTURE PROVIDES WEAK SUPPORT FOR THIS ROLE**  | **THIS STRUCTURE PROVIDES MODERATE SUPPORT FOR THIS ROLE**  | **THIS STRUCTURE PROVIDES STRONG SUPPORT FOR THIS ROLE**  |
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