**Chapter 8 – Organizational Change**

Corporate Organizational Chart Exercise

Answers to Discussion Questions

1. In what ways did your two charts differ?

Peer 1: Operational Manager vs. Sales Manager, Help Desk vs. Sales Manager, Supervisor of Operations vs. Help Desk

Peer 2: Operational Manager vs. Sales Manager, Operational Manager vs. Regional Operational Manager

1. What was the most surprising to you and why?

Peer 1: How much influence was impressed upon me just at one level of the organization (sales manager, help desk).

Peer 2: How I considered the two operations managers to be of different power and influence, when one is the supervisor of the other.

1. Do you feel this is something you would share with other members of the company?

Peer 1: No I would not because it is not worth risking upsetting any feelings. I can think something without having to tell everyone.

Peer 2: No. I need for everyone to think I fully respect the authority of his or her position, because I might want that position one day.