**PAGE IT Organizational Structure - October 21, 2008 – CSS 350  
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1. Organizational lifecycle phase: PAGE IT is in the Entrepreneurial phase. We have only a single service, our organizational structure is informal, our management style is individual, our rewards are personal, and our primary goal is survival. We are striving to move into the collectivity phase.
2. Liker’s Leadership approach: PAGE IT is type 2, benevolent autocratic. Most of our leadership comes from our founder and inspiration who is the bottom-line decision-maker. Although he exercises indirect supervision, he does not monitor work progress on a real-time basis.
3. Management and control structure: PAGE IT has a flat control structure, although we are striving towards a hierarchical structure as our employee base expands. Our employees have formal title, but everyone has to do a little of everything. This control structure works well with a small company. Key decisions go through the CEO, who requests specific guidance from one or more employees as appropriate. This process works well for the overall number of decisions needed on a day-to-day basis for an organization of our size.
4. Working groups vs. teams: our organization consists of high-performance teams. PAGE IT is incorporated with a long-term vision of multiple service offerings to an extensive customer base. Common goals are defined collaboratively through group meetings. Employees were hired both on future potential as well as current experience. The development team is closely-knit and hangs out outside of work. The engineering team is rewarded as a team for accomplishing group goals.