

Organisational Structures

Business & Management

The main structures, and the trade-off each makes.

Structure against what it prioritises.

Structure	Good at	Weak at
Functional	Efficiency, expertise depth	Cross-function coordination
Divisional	Focus on product or region	Duplication of functions
Matrix	Both at once	Dual reporting, conflict
Flat	Speed, autonomy	Scaling, career paths
Network	Flexibility, low fixed cost	Control, quality, IP
Team-based	Responsiveness	Consistency across teams

Conway's law: organisations design systems that mirror their own communication structure. The org chart shapes the product.