

BOYZ2MEN CAYMAN ISLANDS



ORGANIZATION ANALYSIS REPORT
Lead Agent: Rev. Ambassador Sylvia Wilks

PRESENTATION OBJECTIVES

1. Explain background and approach of the BOYZ2MEN Organizational Analysis
2. Present the results of the BOYZ2MEN Organizational Analysis Report
3. Present the summary and recommendations of the BOYZ2MEN Organizational Analysis Report

REPORT OVERVIEW



SECTION 1

- Background and Approach



SECTION 2

- Results of the Organization Analysis



SECTION 3

- Summary and Recommendations

SECTION 1

• Background and Approach





SECTION 1

- Background and Approach

BACKGROUND INFORMATION

- **About BOYZ2MEN Cayman Islands**
- **Organization Need**



SECTION 1

• Background and Approach

APPROACH

Conduct an organization analysis under four categories: strategic, technological/ structural, human resources/ process, and coordination and control systems. Utilize the organization design step-by-step approach highlighted by (Burton et al. 2015).

Organizational Analysis Steps

Strategic

Step 1: Assess the Scope and Goals of the Organization

Step 2: Assess the Strategy

Technological/ Structural

Step 3: Assess the Structure

Human Resources/ Process

Step 4: Assess Process and People

Coordination and Control Systems

Step 5: Assess Coordination and Control Systems



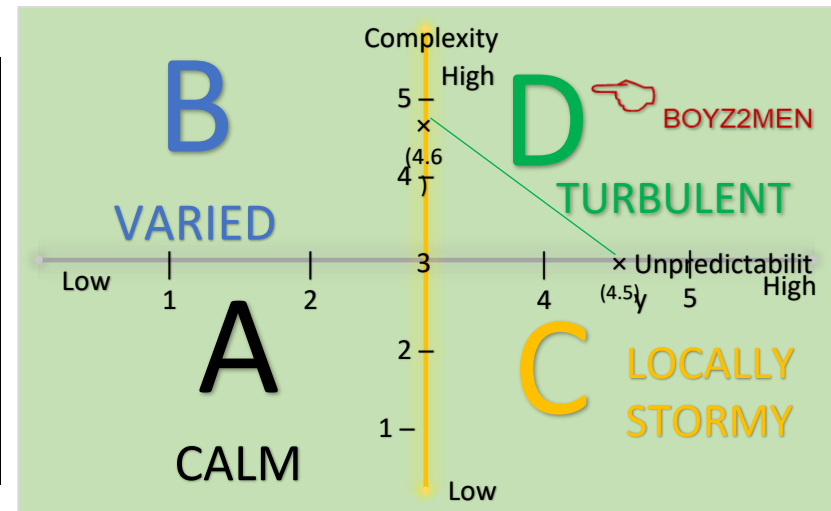
SECTION 1

• Background and Approach

Method - Quantitative Data Analysis

1. For each organization design component tally total and average scores for the two dimensions
2. Use the average scores to plot on each dimension to determine the quadrant
(See example below)

	Critical Factors	Complexity	Unpredictable
	1. Access to administrative office	5	5
	2. HR Talent pool	5	5
	3. Political condition and government relations	5	4
	4. Sustainability of program (funding)	5	4
	5. Maintaining a positive community perception	4	4
	6. Visibility and promotion of services	4	4
	7. Collaboration and partnerships	4	5
	8. Program assessment tools	5	
Total		37	36
Average Score		4.625	4.5



SECTION 2

- Results of the Organization Analysis





SECTION 2

• Results of the Organization Analysis

STRATEGIC – Scope and Goals

BOYZ2MEN (B2M) Cayman Islands current scope is to provide programming for Year 11 students at two local high schools in Grand Cayman.

The goal analysis quadrant reveals that B2M falls within quadrant D, where both the efficiency and effectiveness goal dimensions are high.

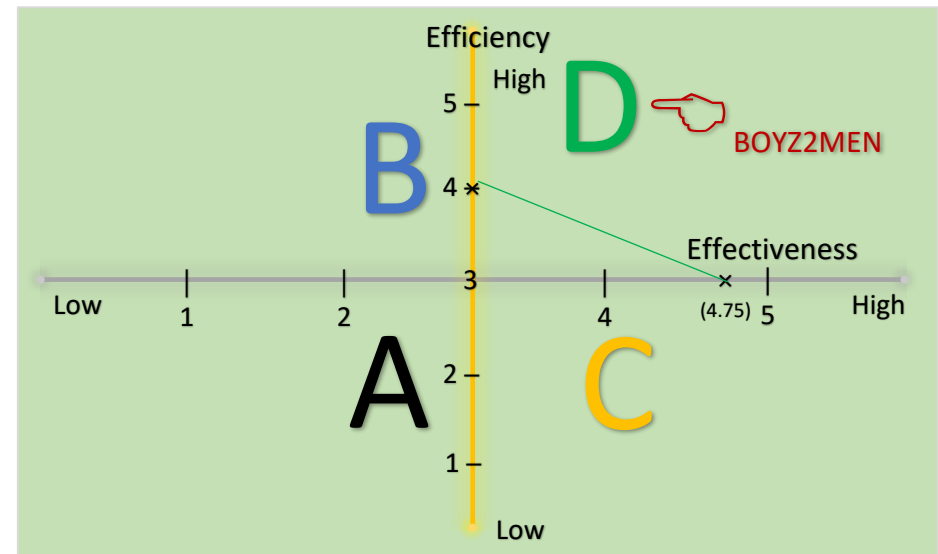


Figure 1: BOYZ2MEN Cayman Islands Goal Analysis Quadrant



SECTION 2

• Results of the Organization Analysis

STRATEGIC – Strategy

B2M scored high for the exploration and exploitation dimensions, resulting in the D quadrant.

Being analyzers mean that B2M balances taking advantage of current opportunities and seeking new ways of doing things.

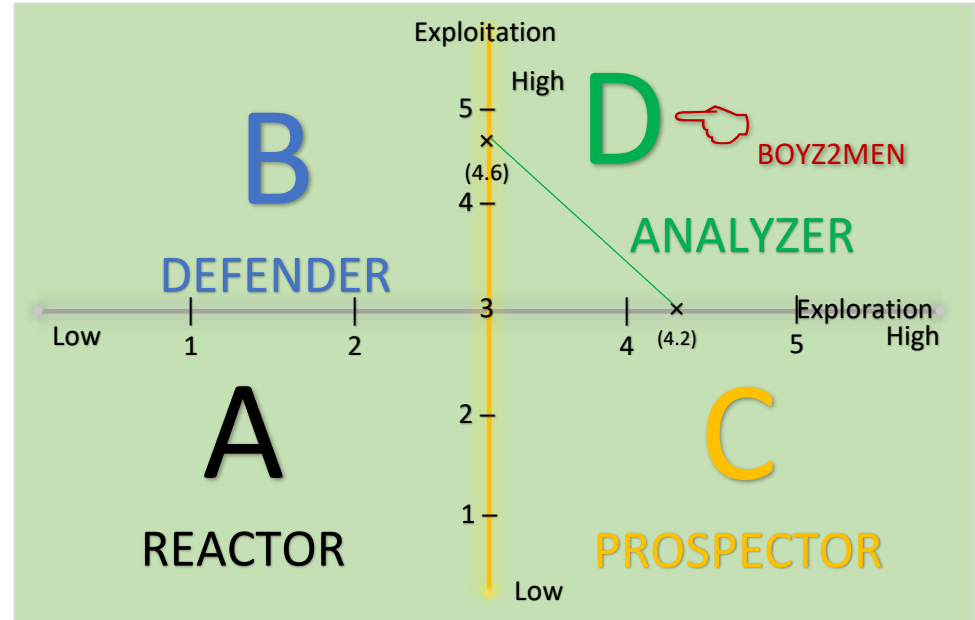


Figure 2: BOYZ2MEN Cayman Islands Strategy Analysis Quadrant



SECTION 2

• Results of the Organization Analysis

STRATEGIC – Environment

B2M scored high for both complexity and unpredictability, resulting in the D quadrant, turbulent environment. In this environment, many critical factors are interdependent and unpredictable.

For example, the Human Resource Talent Pool is both complex and unpredictable as not many local individuals are familiar with or have experience with the developmental assets framework.

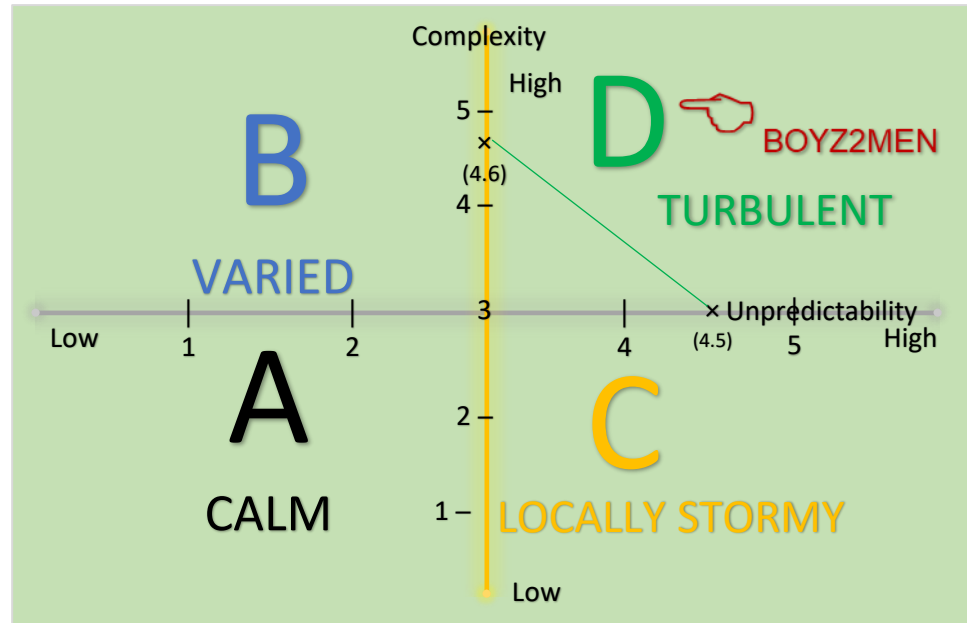


Figure 3: BOYZ2MEN Cayman Islands Environment Analysis Quadrant



SECTION 2

- Results of the Organization Analysis

TECHNOLOGICAL/ STRUCTURAL

The organizational structure analysis of B2M reveals low scores for both functional specialization and service orientation, resulting in the A quadrant, simple configuration

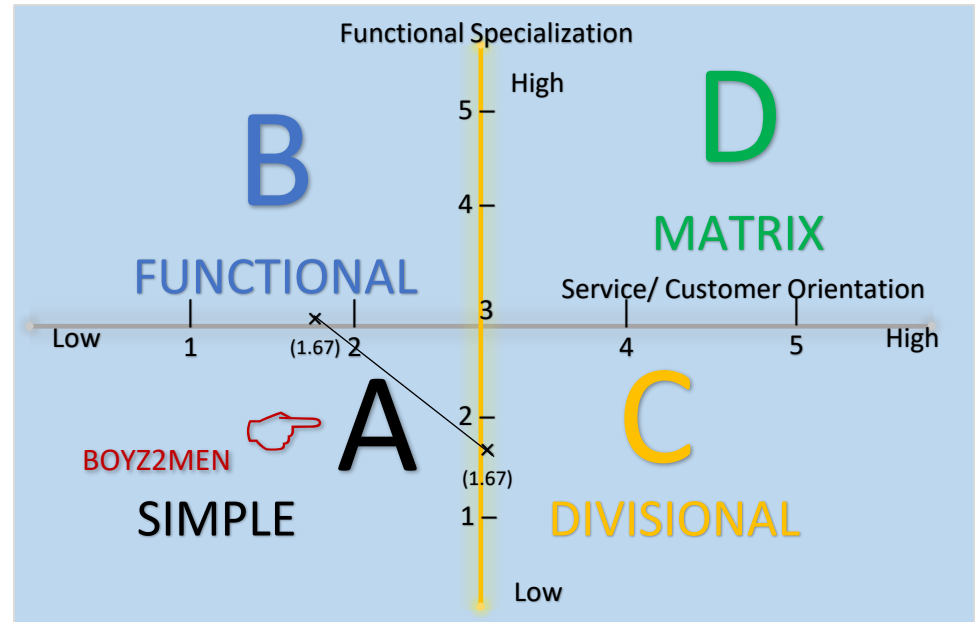


Figure 4: BOYZ2MEN Cayman Islands Organizational Structure Analysis Quadrant



SECTION 2

- Results of the Organization Analysis

TECHNOLOGICAL/ STRUCTURAL

The organization is led by a board that includes the school counselors that currently arrange, schedule, and sometimes conduct the program activities.

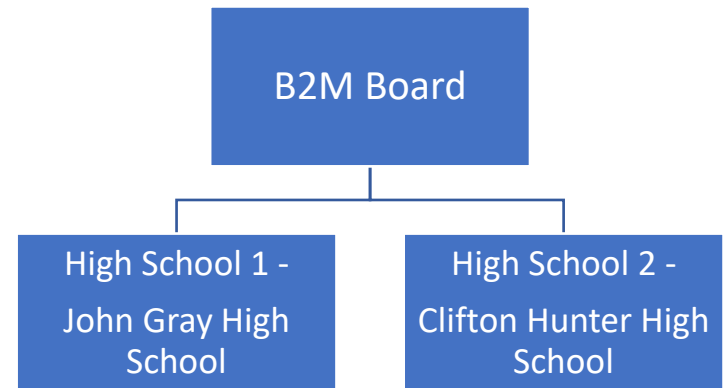


Figure 5: BOYZ2MEN Cayman Islands Organizational Chart



SECTION 2

- Results of the Organization Analysis

HUMAN RESOURCES/ PROCESS – Task Design

The divisibility and repetitiveness of tasks are neither high nor low.

B2M does not fall into any of the quadrants.

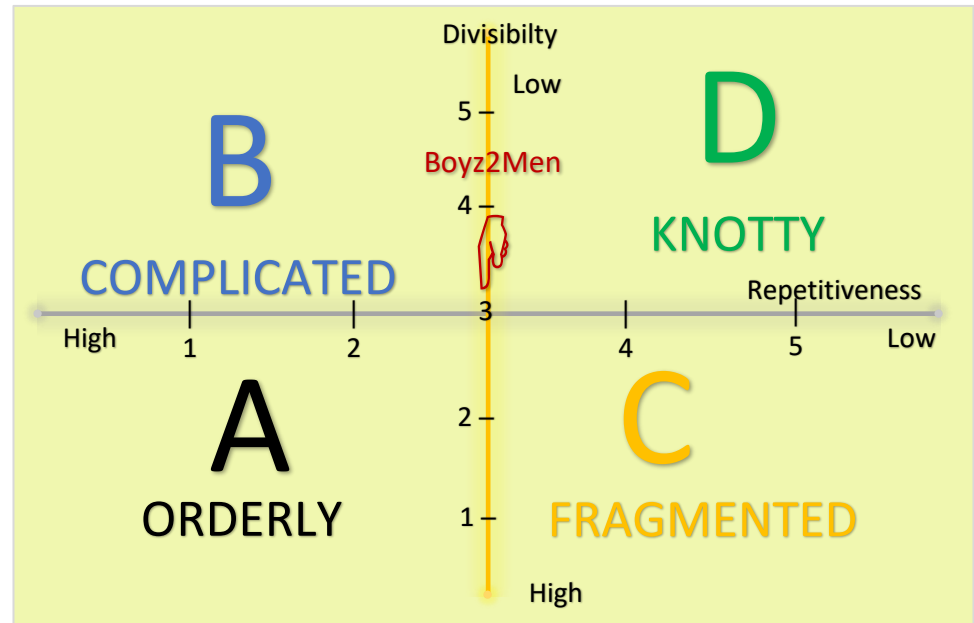


Figure 6: BOYZ2MEN Cayman Islands Task Design Analysis Quadrant



SECTION 2

- Results of the Organization Analysis

HUMAN RESOURCES/ PROCESS – People/ Staff

The number of people is low, but professionalization is high.

B2M falls within the C quadrant - laboratory, wherein leaders give some support, but professional individuals work autonomously.

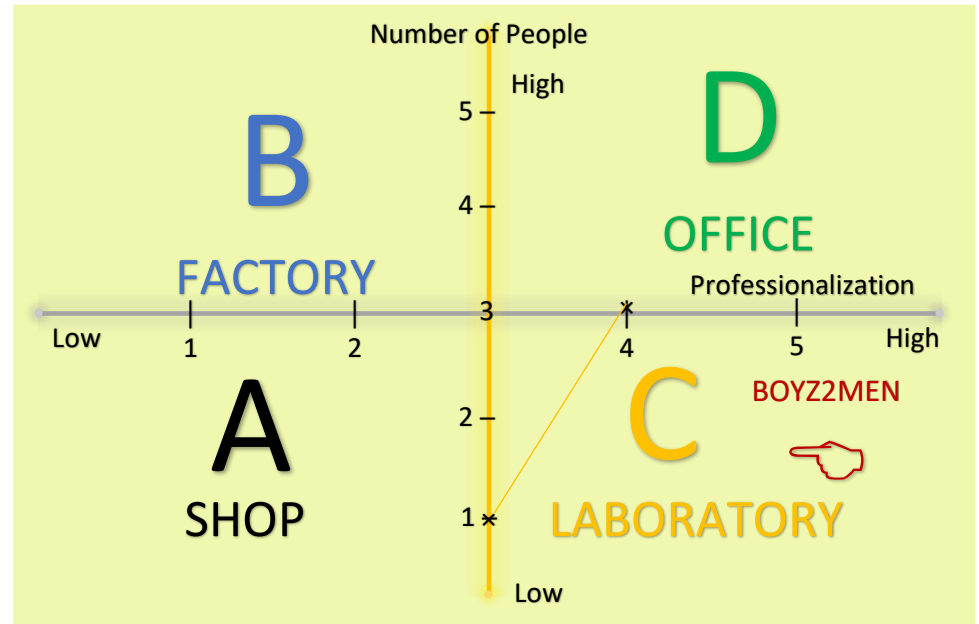


Figure 7: BOYZ2MEN Cayman Islands People Analysis Quadrant



SECTION 2

• Results of the Organization Analysis

HUMAN RESOURCES/ PROCESS – Leadership

The leaders of B2M are producers, as the leadership score falls within the D quadrant.

There is a dual focus on efficiency and effectiveness, an eagerness to expand services, and the expressed need for a program coordinator to delegate.

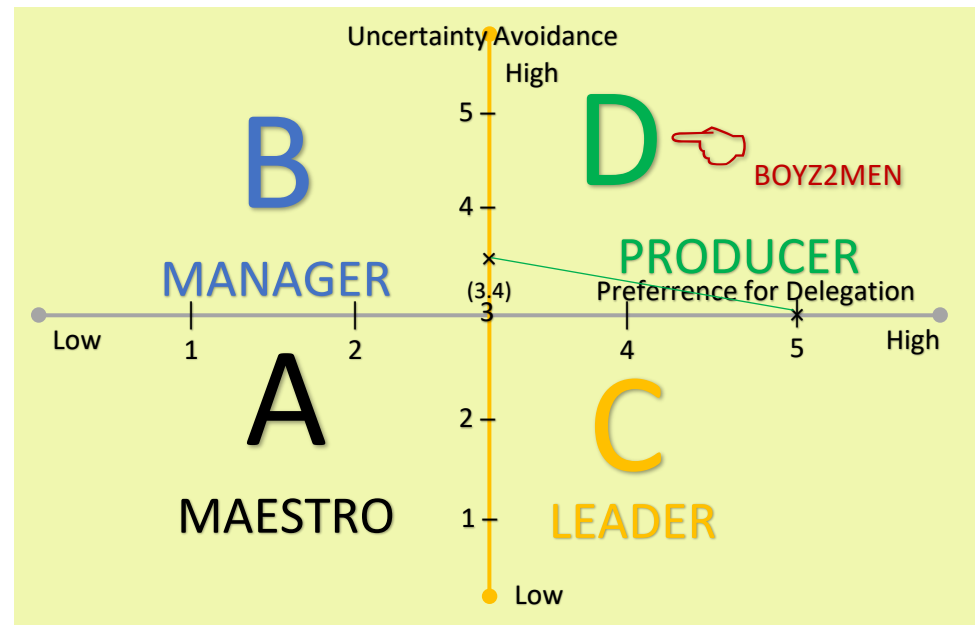


Figure 8: BOYZ2MEN Cayman Islands Leadership Analysis Quadrant



SECTION 2

• Results of the Organization Analysis

HUMAN RESOURCES/ PROCESS – Organizational Climate

B2M has a developmental, organizational climate as tension is low and readiness for change is high.

Here there is high leadership credibility, enthusiasm and optimism among staff.

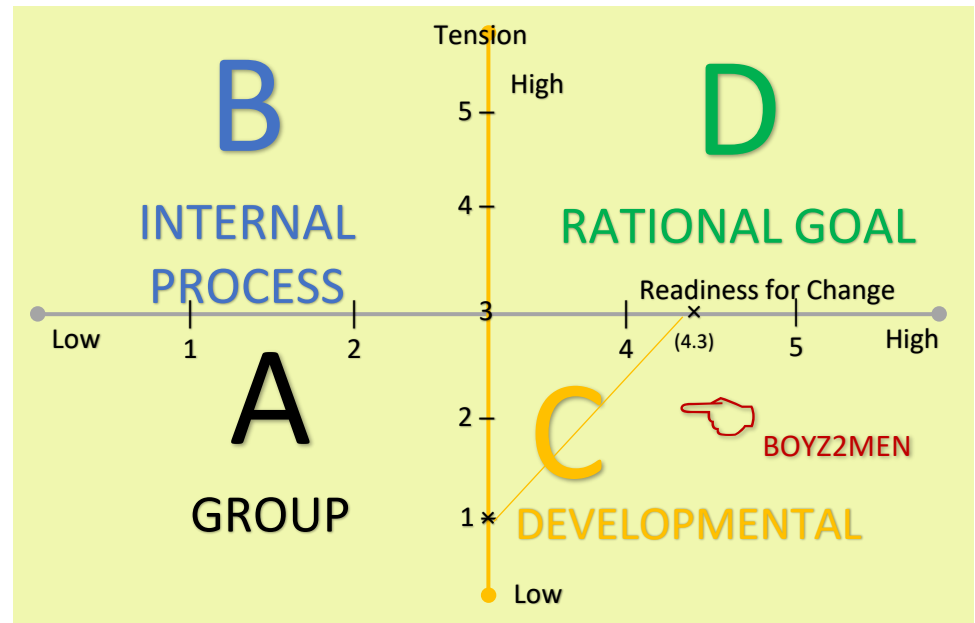


Figure 9: BOYZ2MEN Cayman Islands Organizational Climate Analysis Quadrant



SECTION 2

• Results of the Organization Analysis

COORDINATION AND CONTROL

The scores for formalization and decentralization are high thus B2M falls in the D quadrant.

Reflected by the scores B2M lean more towards decentralization which is more on the mosaic side of the D quadrant than the clan side.

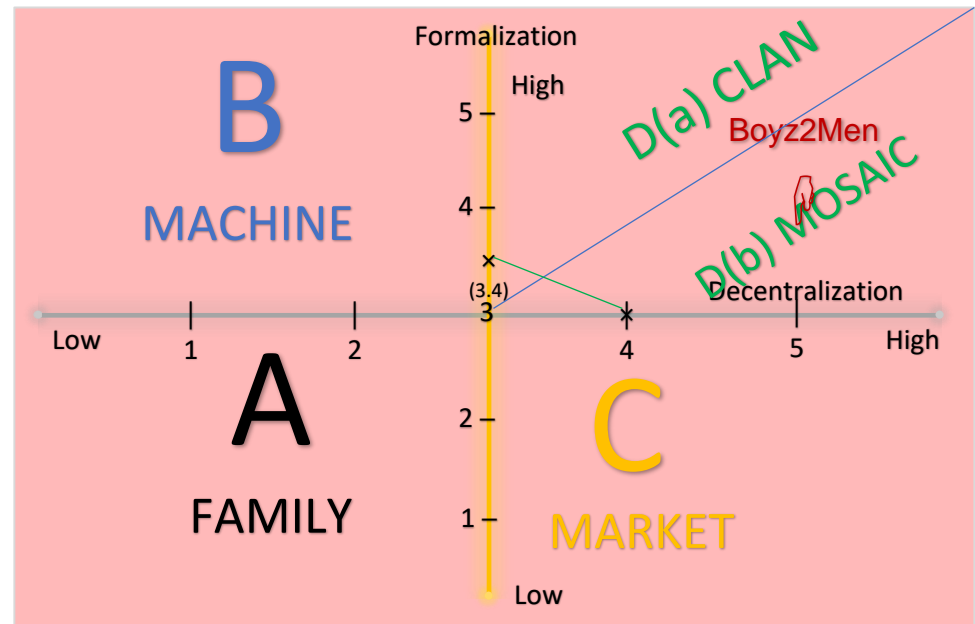


Figure 10: BOYZ2MEN Cayman Islands Coordination and Control Analysis Quadrant

SECTION 3

- Summary and Recommendations





SECTION 3

• Summary and Recommendations

STRATEGIC

Stemming from the goal, strategy and environment analysis consider the following:-

- Develop a strategic plan with a full SWOT analysis and environmental scan to inform the organization's mission, and vision.
- Recommended strategies:
 - Efficiency Goals – HR Strategy: Recruit, hire and train qualified/ experienced staff
 - Effective Goals – Program Strategy: provide effective programs with developmental assets framework, Fundraising Strategy: Develop major giving and donor retention. PR/ Outreach Strategy: promote organization to increase visibility, recruit potential partners and offer opportunity for collaboration with other agencies.



SECTION 3

• Summary and Recommendations

TECHNOLOGICAL/ STRUCTURAL

To maximize the strategic emphasis, consider the following:-

- Change organization configuration from simple to matrix to be compliant to information in constitution documents, recommendations in funding and strategic plan proposal.

This configuration also fit with the goal, strategy, and environment quadrants and more conducive to organizations that have emphasis on both efficiency and effectiveness.

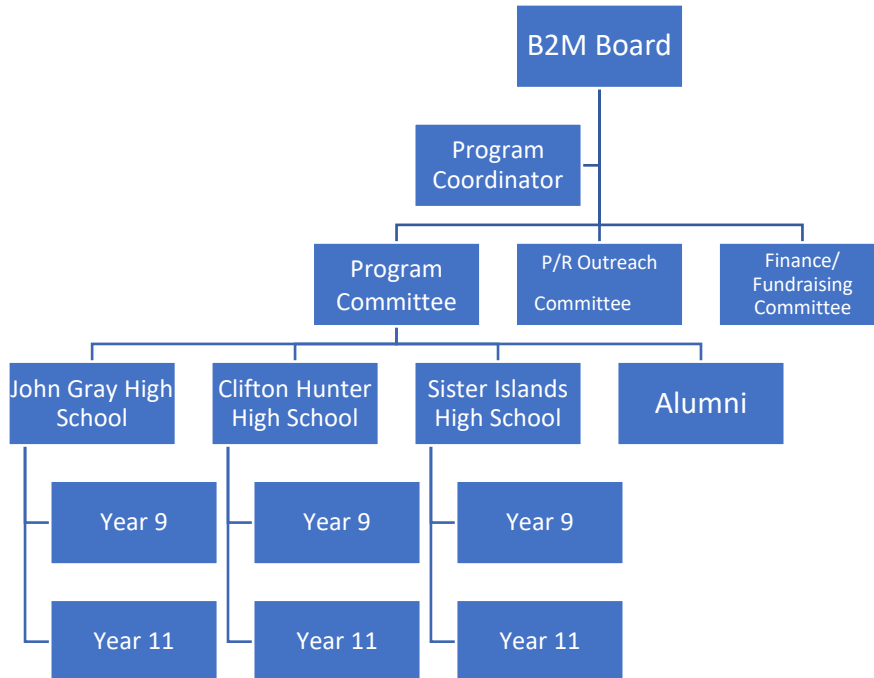


SECTION 3

• Summary and Recommendations

TECHNOLOGICAL/ STRUCTURAL

- Update organizational chart to reflect proposed changes





SECTION 3

• Summary and Recommendations

HUMAN RESOURCES AND PROCESS

To maximize the strategic emphasis and organizational structure consider the following:-

- Move from a neutral task design to Knotty. This configuration fit with majority of other
- Recruit a professional quick starter that can work autonomously and with little supervision
- Assess current talent system and leadership architecture to ensure alignment with organizational competencies and plan for sustainability



SECTION 3

• Summary and Recommendations

COORDINATION AND CONTROL

To maximize the strategic emphasis, organizational structure, human process, and resources, consider the following:-

- Work towards clan culture as it has a higher degree of consistency that result from formalization of rules and procedures that lead to high efficiency and effectiveness (Burton et al., 2015).

Sources

Burton, R., Obel, B., & Hakonsson, D. (2015). *Organizational Design: A step-by-step approach* (3rd, Kindle ed.). UK: Cambridge University Press.

Wilks, S (2022). BOYZ2MEN Organization Analysis Report, School of Business and Leadership, Regent University