



# Community Medicine Management Activity – 2<sup>nd</sup> Week

Done by:  
Muthanna Khalil

# General Overview

- The **effectiveness** of corporate enterprises depends on numerous factors; one of the most important ones is the **organizational structure**.
- The **distribution** of responsibilities among employees influences the **operations and internal processes**.
- There are several structures utilized by enterprises – here are the four main ones:

## **1. Functional**

## **2. Service-line**

## **3. Matrix**

## **4. Flat**

- These four can be implemented in health-care organizations.
- Here is a detailed description of all 4 types (see the next slides).

# Functional

Main feature is Clear Hierarchy

Faster Operations

Different Levels & Employees are grouped depending on:

Skills

Roles

Specialty

Distinct "Departments" that are governed by a certain leader

The main leader for the whole thing is the Chief Executive Officer (CEO), whose task is to oversee the whole picture and the work of the distinct departments within it.

Primary Advantages

Clear Role Distribution

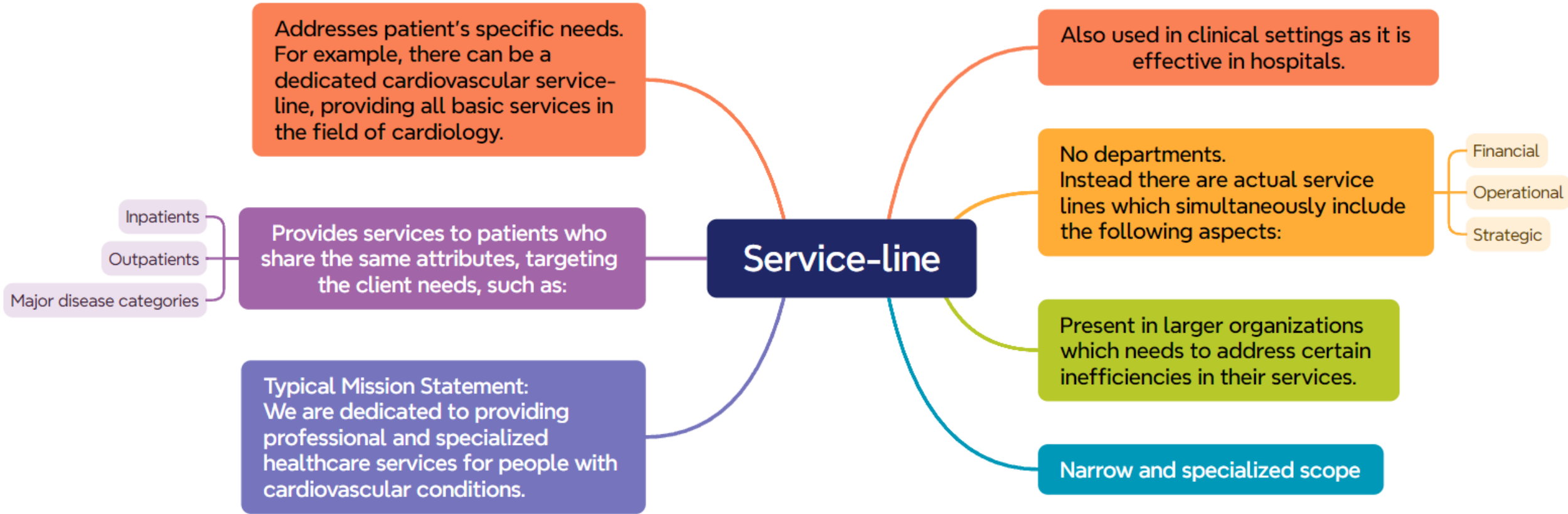
Well-defined Boundaries

Those 2 above makes for a high level of expertise in each department

Typical Mission Statement:  
We are committed to delivering a wide variety of healthcare services of the highest quality to all patients.

Although clearly divided into distinct departments, they offer comprehensive care.

Used in many clinical environments



# Matrix

Typical Mission Statement:  
We value the clients' times and therefore provide comprehensive, personalized, and efficient services.

Delivers an exhaustive set of services fast and patient-oriented.

More flexibility

Leaders are accountable accross the whole organization, addressing overlaps and improving efficiency.

Integrates the function and product, where the second is an end result of the first.

Horizontal structure instead of the strict vertical hierarchy.

Dual-authority relationships

Subordinates have 2 leaders

Also used in the clinical settings

Working in specialized teams overseeing particular areas, such as cardiology.

# Flat

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graph LR; Flat((Flat)) --- B1[Overcomes many problems related to bureaucracy. This is possible due to the diminished hierarchy.]; Flat --- B2[Typical Mission Statement: We strive to provide inexpensive and personalized services to all patients while promoting their safety and positive health outcomes.]; Flat --- B3[Can deliver more patient-oriented services due to decentralization, and inexpensive services due to lower managing costs.]; Flat --- B4[Also used in clinical settings]; Flat --- B5[Decentralized clinical environment and decision making]; Flat --- B6[Little to no hierarchy]; Flat --- B7[Horizontal chain of command]; Flat --- B8[Professionals in direct contact with patients have more freedom in terms of their decision making];
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Overcomes many problems related to bureaucracy. This is possible due to the diminished hierarchy.

Typical Mission Statement:  
We strive to provide inexpensive and personalized services to all patients while promoting their safety and positive health outcomes.

Can deliver more patient-oriented services due to decentralization, and inexpensive services due to lower managing costs.

Also used in clinical settings

Decentralized clinical environment and decision making

Little to no hierarchy

Horizontal chain of command

Professionals in direct contact with patients have more freedom in terms of their decision making

# Summary

- We have 4 main organizational structures that are used in clinical settings to provide healthcare services to patients in need.
  1. Functional: strict hierarchy.
  2. Service-line: specialized for specific patient needs.
  3. Matrix: integrated and efficient.
  4. Flat: horizontal, provides direct decentralized care.
- All 4 have pros and cons.
- Organizations can choose between them depending on their aims, problems they may face, and other factors.