



Centralized Model

One team, centrally located out of the organizational headquarters.

This model involves all TMT functions consolidated into a single team based at the Company headquarters (whether onsite or virtual). The team is staffed with primary members with support provided by designated alternate(s) for team depth and redundancy. Further, the team is supplemented with "ad hoc" members to provide additional and/or unique expertise, as necessary. Day-to-day operation and management of the team will often occur by team primary team members with oversight of the team and adequate allocation of resources being provided by an Executive Sponsor.

Example Use of Model

The Centralized model might be of good use for an organization that resides within one geographic area and has most or all functions of the organizations residing at headquarters. This might also be a good model for smaller organizations.

Satellite Model

One team centrally located at headquarters with additional satellite teams that are (likely) smaller and subordinate to the HQ team.

This model involves all TMT functions consolidated into a single team based at the Company headquarters with additional satellite teams that are smaller and subordinate to the corporate team. The subordinate satellite teams are dispersed geographically based upon region and/or

facility location(s). This structure promotes consistent case management, while the satellite team(s) provides localized support and response capabilities. The team is staffed with primary members with support provided by designated alternate(s) for team depth and redundancy. Further, the team is supplemented with "ad hoc" members to provide additional and/or unique expertise, as necessary. Day-to-day operation and management of the team will often occur by team primary team members with oversight of the team and adequate allocation of resources being provided by an Executive Sponsor.

Example Use of Model

This model might suit an organization that has disbursed operations that ultimately flow back to headquarters. If the regions have discretion on how they operate, a TMT might oversee that region, but all regions ultimately report back to a centralized team that can ensure whole-of-organization alignment and continuity.

Regional Model

Decentralized teams that work independently of each other—or may coordinate but none are subordinate to others. An oversight team may be present but doesn't need to be.

This model involves decentralized teams that work independently or in coordination with each other, but none being subordinate to another. The regionalized TMTs operate independently across various geographical regions or business units, with the flexibility to coordinate with other teams when necessary. The teams are staffed with primary members with support provided by designated alternate(s) for team depth and redundancy. Further, the teams are supplemented with "ad hoc" members to provide additional and/or unique expertise, as necessary. Day-to-day operation and management of the team will often occur by team primary team members with oversight of the team and adequate allocation of resources being provided by an Executive Sponsor.

Example Use of Model

This model might suit an organization that has several brands that operate independently under a unified legal entity. This model might also suit an organization that has significant global operations and legal structures to address.

Building *Your* Team's Model

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