



# Growing the Team You've Got

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## Problems with growing:

- Everyone was being pulled in ten directions and it was hampering the company's growth.
- We had a list of “needs” and weren't sure the best way to solve them...
- Or in what order to solve them.

## We're going to:

- Map out your company's organizational structure
- Uncover issues that will be exacerbated by growth
- Create a hiring roadmap

Growing is chaotic

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*“Adaptability is all about  
being fixed on the goal but  
flexible on the details.”*

*- Anne Dwane*

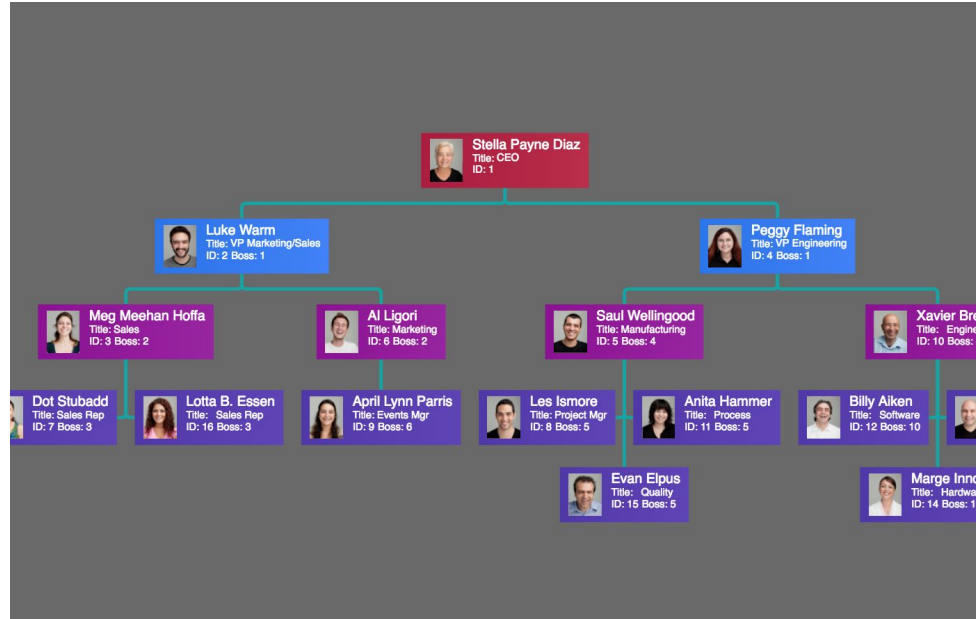
# Organizational Structure

Org charts, yay!

# REES GROUP DIRECT SALES ORGANIZATIONAL CHART

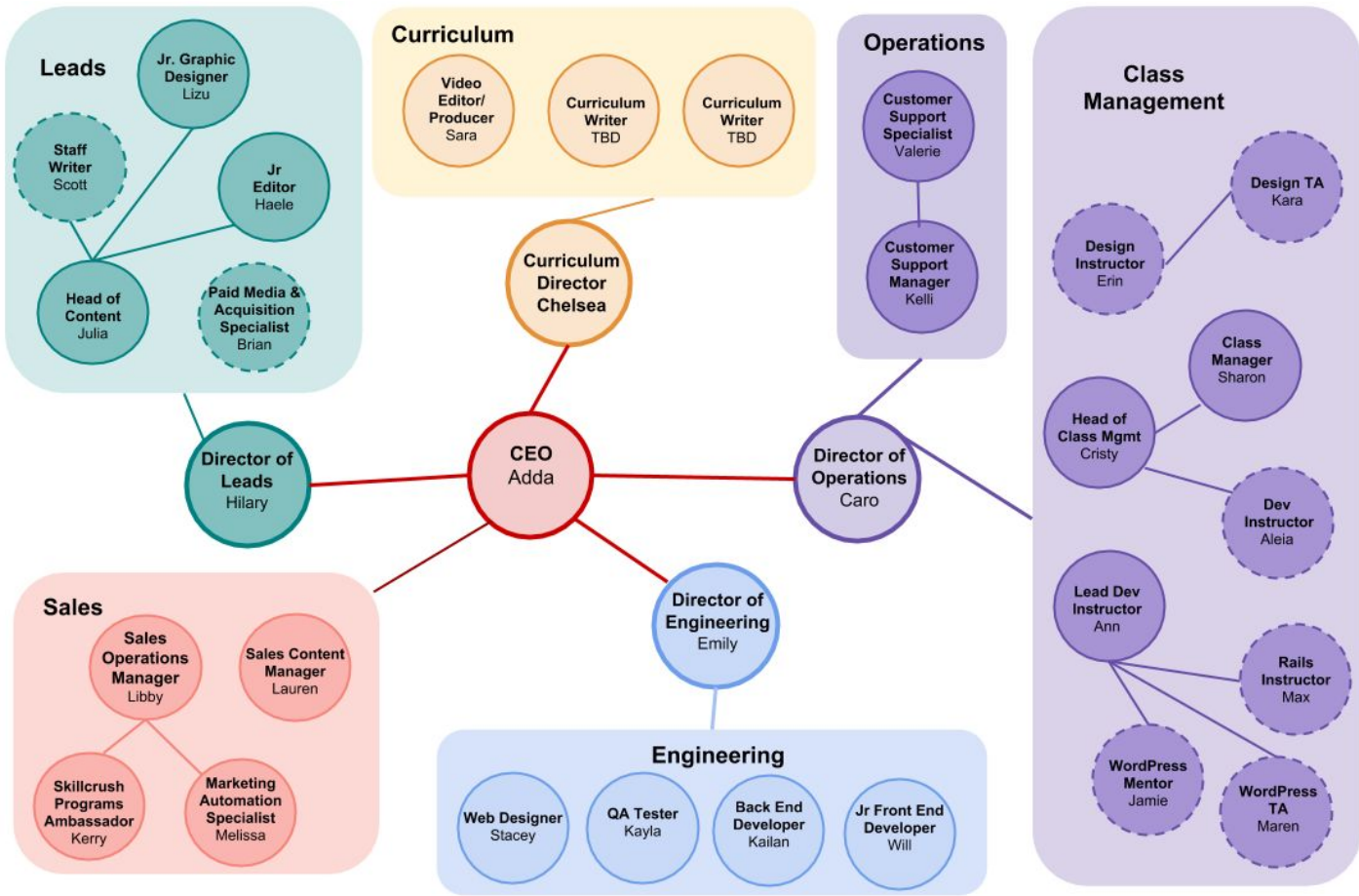
**Vision**  
Empower the people to improve lives with dynamic business opportunities and innovative products.

**Mission**  
Become the world's leading direct selling company by providing livelihood for sales leaders than any other.



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**Director of Operations**  
Caro Griffin

**OPERATIONS TEAM**

**CLASS TEAM**

**Customer Support Manager**  
Kelli Smith

Q2

**HR Specialist**  
TBD

**Customer Support Specialist**  
Valerie Mertsock

**Head of Class Management**  
Cristy Koebler  
*(Foundations)*

**Class Manager**  
Sharon Siegel  
*(101, Counseling)*

**Dev Instructor**  
Aleia Walker  
*(206)*

**Dev TA**  
TBD  
*(101)*

Q1

**Design Instructor**  
Erin Denton  
*(207, 307)*

**Dev TA**  
Kara Thayer  
*(107)*

**Design Mentor**  
William King  
*(300)*

**Dev Instructor**  
Cassie Wilcox  
*(102)*

**Lead Dev Instructor**  
Ann Cascarano  
*(203/105)*

**Rails Instructor**  
Max Haack  
*(104, 204, 304)*

**WP Mentor**  
Jamie Sanchez  
*(303)*

**WP TA**  
Maren Vernon  
*(103)*

Find a structure that works  
before you add complexity.

## Common organizational structures:

- Functional
- Cross-functional
- Flat

## Keys to picking your structure:

- Communication
- Cost of upheaval

## *Make an org chart!*

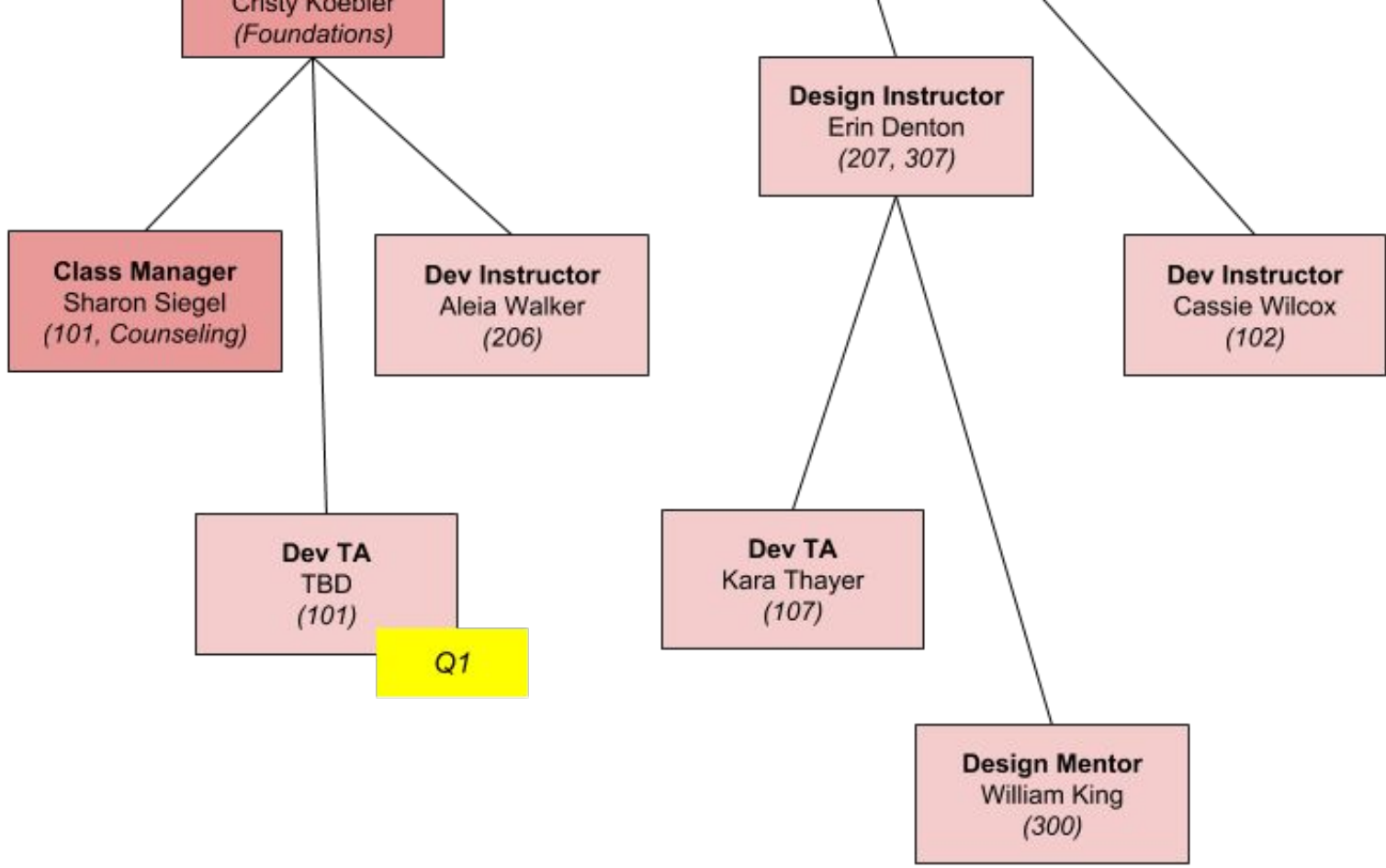
Map out your team or company's organizational structure.

Note somewhere on there if it's functional, cross-functional, flat, or something else entirely.

# Hiring Roadmap

A hiring roadmap is a living document that shows how your team is likely to grow.





## How to start a hiring roadmap:

1. Understand who is *really* doing what.
2. Make a list of needs you have now.
3. Make a list of needs you'll likely have in the future.
4. Turn those needs into roles.
5. Rank them!
6. Build yourself a lever.

# Understanding who's *really* doing what.

Updated job descriptions

Managers having 1-on-1s with direct reports

You checking in with managers

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# What pains *are* your teams feeling?

- Who's overworked?
- Who's a single point of failure?
- What important things are being neglected because the person responsible doesn't have time?
- Who's doing something they really shouldn't be doing?

# What pains *will* your teams be feeling?

- In what areas are you looking to grow?
- How will that growth trickle down?
- What expertise will be missing?
- Where will blockers be?

# Turning needs into roles.

A little bit of  
research

More 1-on-1s!

More  
conversations  
with department  
heads

Your shiny new  
org chart!

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# Ranking the roles:

1. How pressing is this need?
2. Is this an area we are actively focused on growing?
3. How expensive is it to fill this need?
4. Has anyone on the team expressed an interest in any of this work? Or shown an aptitude for it?
5. Is there any way we can avoid hiring this role?

## Follow up questions:

1. Will any teams be so big they're unwieldy?
2. Will all of your managers have time to manage?



Get yourself a lever.

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A lever is a KPI that  
backs up your instinct.

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## To summarize:

- ❑ Standardize titles
- ❑ Schedule 1-on-1s
- ❑ Update job descriptions
- ❑ Create an org chart
- ❑ Create a hiring roadmap
- ❑ Get yourself a lever

# Thank you!

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