

BENCHMARKING MANAGEMENT LAYERS AND SPANS OF CONTROL

Research Sponsorship Opportunity

PROJECT OVERVIEW

Finding the most efficient and effective organizational structure is a common business challenge. At APQC, we are frequently asked:

- ◆ What is the ideal number of direct reports for a manager?
- ◆ What is the appropriate number of management layers for an organization?
- ◆ Are organizations really flattening: reducing the number of managers and increasing spans of control?

This APQC study will collect benchmarks on direct reports and management layers. It will explore the relationship between these aspects of organizational structure and various business and human capital performance outcomes. Data will be collected for different organizational functions, such as HR, finance, and procurement, as well as for different industries. The results will help professionals make organizational design and redesign decisions that maximize efficiency, productivity, and cost effectiveness.

AUDIENCE

- ◆ Business unit leaders
- ◆ Workforce planners and chief human resource officers (CHROs)
- ◆ Individuals focused on organization design/redesign and operational excellence
- ◆ Individuals working on integration after a merger or acquisition

METHOD

- ◆ Survey

For more information, contact Cathy Hill at chill@apqc.org or +1-713-685-4652.

ABOUT APQC

APQC helps organizations work smarter, faster, and with greater confidence. It is the world's foremost authority in benchmarking, best practices, process and performance improvement, and knowledge management. APQC's unique structure as a member-based nonprofit makes it a differentiator in the marketplace. APQC partners with more than 500 member organizations

worldwide in all industries. With more than 40 years of experience, APQC remains the world's leader in transforming organizations. Visit us at www.apqc.org, and learn how you can make best practices your practices.