

CHALLENGES IN FLAT HIERARCHY SETUP

On paper, Flat Hierarchy Organizational Setup does seem better alternative for governance but there are some apprehension, such as:

- One promise is that it provides employees to do multi-tasking. Multi Tasking is also the greatest source of stress in the workplace is the mind's attempt to carry many thoughts, many tasks, many future scenarios, many cares, many worries and concerns, all at once. The mind can't do that. No mind can, not even Einstein!
- Centralized leadership must take full responsibility of own moral of entire school. They should be highly responsive, else employees will soon feel like victims and start blaming situations for everything. If you are not there, this is exactly what happens.
- **Reality1: Centralized leadership becomes firefighters.** When you become a firefighter, you don't lead anymore. You don't decide where your team is going. The fire decides for you. (the fire: whatever current problem has flared up and captured your time and imagination) The fire controls your life. You think you are controlling the fire, but the fire is controlling you.
- **Reality 2: Increases Sleepy-ness:** You become unconscious of opportunity. One always has to wait for instructions. You become blind to possibilities, because you are immersed in, and defined by, the fire. Even when there is no real fire, you'll find something you'll redefine as a fire because you are a firefighter and always want to be working. A conscious leaders would rather let desired goals dictate activity, which now has become responsibility of central leadership
- Current implementation of Flat hierarchy has Chaos and Anarchy, improper flow of communication. Are your employees of equal status? Do they have equal potential? Do they share equal responsibility? Are they equally motivated?
- **Important:** There should be committees or bodies with representatives of various academic groups, representatives for discussion. New roles or responsibilities like School Secretary (Helen), More Coordinators, Joint Coordinator, Committee, Servant Leaders, can be created.
- **In success of organization, key is human relations.** I repeat, key is human Relations. Why? Human relations are basic structure of personal, professional and social life. These relations should integrate on all these domains to establish and preserve peace, social growth and progress, through a harmonious cooperation in a firm or community.
- **Too much worker insecurity, gives three messages which can be damaging to morale and motivation of your employers:** One, This organization can not be trusted. Two, Our own management, the people we are working for are against us and three that we our weak and powerless in the school.