

# Organizational Characteristics Framework

	Start Up	Growth	Maturity
Management Structure	Informal, Command & Control	Formalizing & Moving towards People Centric	Formal & People Centric
Culture	Non-Bureaucratic	Pre-Bureaucratic or Bureaucratic	Bureaucratic to Very Bureaucratic
Product or Service	Single Product or Service	Evolving & Innovating	Refinement
Innovation	By Owner/Manager	Expanding Group of Key Players	Dedicated group
Decision Making	Intuitive, Reactive	Data-Driven, Proactive	Data-Driven & Committee
Professional Resources	General/Limited	Expanding & Specialized	Specialized Internal & External
Goal	Survival	Growth	Maintenance & Expansion