



Stages of Organization



1. Inception: The point of origin of any organization is most often someone(s) with a new idea looking for an opportunity to make it a reality. This can be a time of tremendous change and fluidity in the organization.



2. Launch & Start-up: (organizational infancy) The organization moves from visioning to planning and implementing its mission. Recruitment for key staff positions, administrators/managers is underway.



3. Ground & Deliver: During this stage, organizations are beginning to deliver and implement their core services and strategies. Depending on the complexity of the organization, this could range from ensuring that hours of operation and staffing are consistent to understanding the variety of positions, skill sets and systems needed to support the mission of the organization.



4. Specialize & Standardize: In the specialization stage, an organization is trying to understand its real strengths and weaknesses and keep capable people hired and aligned. This requires planning and a clearly articulated vision and goals supported by clear expectations at the personnel and programmatic levels.



5. Systemize & Institutionalize: Organizations are institutionalizing their practices and efforts as well as establishing a strong reputation in the broader community for their efforts. At this stage organizations understand the reason for their successes and are able to replicate them. They are nimble and adaptive enough to evolve. They have a problem solving mindset and develop innovative approaches to address change.



6. Renew, Regenerate & Complete: Changing external or internal forces, unforeseen opportunities, or a combination of these dynamics drive the organization into a substantive review of its identity, values, vision and mission. Examples of factors, which could precipitate this reflection, include a new leader, a 10-year anniversary or changes in the funding environment.