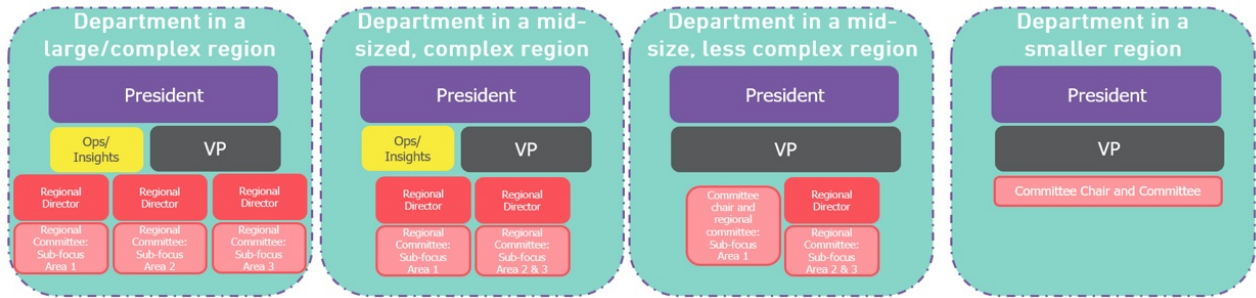


Department flex structure

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Each department's organizational structure is standardized, yet still flexible based on the need of that function within their particular region. HBA highly recommends that a department include a leadership team (at least a president and vice president) to drive the department strategy, and a number of committees/committee members to assist with tactical implementation of activities.

The flex structure concept - just a few examples:



Regardless of how a department is structured in a given region, the leaders must ensure that the priority tasks of the function are completed so it is critical that the appropriate regional committee(s) are built to handle the workload so the burden does not fall on the leaders.

HBA suggests thinking of each department's positions as "**building blocks**" - the department committees and leadership can be added to as the region grows, initiatives are added and as strategic priorities shift.
