Student’s Name

Instructor’s Name

Course Code

Date

**Organization design**

Beecher is one of the leading firms in the United States in the production of cheese and food products. It is located in the Pike Place Market, Seattle, and it has opened its stores in New York and Washington DC. It was founded in 2003 by Kurt Beecher Dammeier. However, organization design is regarded as the step by step which is taken by the company to ensure that it functions efficiently. Beecher utilized divisional organization design, where each department performs specific functions to meet the demand in the market. It has four divisions or departments and these departments operate independently and report to the relevant bodies. Beecher has sales division, commerce division, production, and marketing division. The sales division of the company ensures that the product could be changed into finances. The sales department makes sure that a better sales mechanism is developed and the products are sold after production. Production and commerce are important are used for the production of cheese and marketing if the products to improve the performance of the company. Therefore, the use of divisional organization structure has ensured that each department of the company becomes viable to address challenges the company faces in the market.

**Culture**

Culture is a practice that has been adopted by an organization and practiced by every employee. Beecher is known for its transparent in the production of cheese. The company produces cheese in an open area for accountability, and therefore, it has established a leading firm in the production of cheese. It also has strong ethics, which are used to drive the growth of the company. Employees are expected to treat customers with respect and dignity because the company believes that customers are the boss and they are always right. It is also important to point out that Beecher believe in the diversity of its workforce, which it has nurtured to become its core competence in the market. The company employees from diverse background and this has ensured Beecher could be able to meet the expectation of customers. It workforce represents the face of the United States and what has made it succeed in term of workforce management. Beecher also takes the voice of the customer very seriously and therefore, and every issue brought forward by buyers is taken seriously. It means that the company has a buyer for action strategies to address all major issues.

**Control**

Beecher has put in place to ensure that there is efficient financial management. The company has leadership training that has part of its control to ensure that a qualified employee heads every department. The staff is trained in their culture to make sure that the team can be able to deliver. Besides training, it has both internal and external auditors in charge of auditing its financial transaction to ensure that there is financial sanity and the company achieves its goals without incurring losses. Without financial control, the chances of a company failing to meet its objectives are high, and therefore, Beecher has invested in various technological practices to prevent any financial mismanagement.

In conclusion, Beecher practices divisional organizational design, where each department is doing specific role to advance the work of the company. It has sales, marking, finance and marketing divisions. Beeches organizational culture is built around its service delivery and therefore, it believes in efficient service delivery. Therefore, it believes in its customers and relies on the feedbacks provided by buyers to develop and improve service delivery to customers.