

Consider the COO –

The COO engages and enables the corporate agenda, assuring viable future growth with profitability. As the architect who plans, directs and executes all aspects of the organization's policies, goals and objectives, the COO must demonstrate mastery of general business and industry-specific concepts, practices, tools, systems and procedures, have proven ability to achieve both short-term and long-term operational/financial goals and objectives, and be capable of assuring company-wide adherence to all rules, laws and corporate guidelines. Being a particularly focused visionary and a highly disciplined individual, the COO is accountable for carrying out the organization's strategic work throughout the entire enterprise and therefore, has the authority to ensure the organization stays focused on its long-term strategies and is consistently executing its highest-priority initiatives. Fundamental executive structure dictates this position cannot be outsourced, as the COO is a strategic leader born out of and ingrained in the organization's direct operations, functioning in a "broad-scope role" of integrating all operational functions throughout the entire organization, and acting as a conduit in communicating the needs of direct operations to the executive team members; engaging executive resources when necessary, to meet operational needs.

Position: COO

Reports to: The CEO

Role:

1. The COO engages and enables the corporate agenda and is charged with carrying out the organization's strategic work throughout the entire enterprise; leading and directing the work of others to ensure the organization stays focused on its long-term strategies and is consistently executing its highest-priority initiatives.

Job:

1. Focus on planning, directing and executing all aspects of the organization's long-term operational strategies, engaging and enabling individuals and teams to translate larger line-of-sight goals, strategies and critical priorities into their day-to-day objectives
 - a. Operational Policies
 - b. Operational Goals
 - c. Operational Objectives
2. Execute highest-priority initiatives to ensure the organization's long-term corporate strategies are achieved; make certain all resources of the organization are properly aligned for maximum effectiveness and efficiency; assure roles are carried-out, jobs are performed and individuals are held accountable for fulfilling their responsibilities

Responsibilities:

1. Ensuring viable future growth with profitability
2. Achieving short-term and long-term operational / financial goals and objectives
3. Demonstrating mastery of general business and industry-specific concepts, practices, tools, systems and procedures
4. Assuring company-wide adherence to all rules, laws and corporate guidelines

Footnote:

COO is a "broad-scope role" of facilitating integration within an organization and as such, is generally not outsourced; however, there are unique instances, usually found in manufacturing environments, where an organization might opt to share a COO amongst a number of operations that produce similar produces (e.g., automobile manufacturing). This type of structure is technically considered a form of outsourcing.