



Introducing the Modern Workplace

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1.Conclusion

In today's fast-growing and global world for companies and organizations, it is particularly important that the type of organizational structure they choose, as well as the formation of the business culture itself. In this essay I will examine the structure and culture of the Institute of Civil Engineers, also known as ISSE and more precisely the Department of meetings and events, which has been part of this organization since 1980.

Created just over two hundred years ago, the Institute of Civil Engineers has always attracted some of the world's most famous construction engineers for its members.

In the distant year 1818 a group of young engineers gathered in a London café and decided to unite all the building engineers in an organization and thus created the first professional engineering organization in the world. The next two years they tried to attract new members in the organization and in 1820 they invited Thomas Telford to be the first president. Known by its nickname The Colossus of roads, because its designs are used for the construction of all British major roads during this time, it also deals with the construction of castles, cathedrals, bridges, tunnels and canals.

Using its political and social contacts, it helps to attract many new members to the organization. But his greatest achievement was the receipt of the Royal Charter in 1828, which was renewed by Queen Elizabeth II in 1975 and which gave the organization a leading role in the construction engineers ' institutions. Throughout this two hundred-year period, ESC has grown many times and currently has more than 92 000 members worldwide. Members of the organization are ingenious engineers such as James Brendon, John Smeaton, Thomas Telford. World-famous structures such as the Panama Canal and the Brunel tunnel under the Thames were created. The very building of the institute located near Westminster Abbey and the parliament was built in 1913 year. (Engineers, The Institution of Civil, 2019)

As a charitable organization the Institute of Civil Engineers is not allowed to perform financial activities and therefore the company is created Thomas Telford LTD., which creates specialized products and services for the construction and engineering market. (Ltd., Thomas Telford, 2019`). In the year 1980 after the

filming of two feature films, it was decided to create a civic conference center, which in 1991 was renamed to Wang Great George Street. The first wedding was held in 1989 year. Currently the conference center has 21 halls, as the crown jewel is Great Hall, which has a capacity of 400 people. Over the years the building was used for photos of numerous films, TV series, in 2012 during the Olympic Games, the building housed the London Media Center for three months. (Engineers, Institution of Civil, 2019)

2. Organization structure

There are different types of the bodies of the organizations. To begin with, let's start from the classic, where all responsibility is concentrated in the company's shell or in several head-leaders. The first option is accompanied by a very large load and slowing of the work. We also have difficulties if the supervisor is absent. But on the other hand, there is a promptness in decision making. There are also clearly distributed responsibilities.

In the second, things develop in a much quicker way, but sometimes there is confusion among subordinates, because different orders are often received to accomplish one task. There are also difficulties in taking responsibility. Communication takes place in a much more complex way.

There is a third, which is a combination of the first two, the main idea being the creation of units of specialists to support the main leaders. The main purpose of this type of structure is to collect and process more information, as well as to develop a greater number of solutions. In this way the quality of the decisions is increased, and the leaders themselves are relieved. The negative side of this type of structure is that decision-making usually takes a long time, and opportunities for creating bureaucracy are emerging. (Huczynski, 2013)

With the modern type of structure of the organization there are so-called departments, we have a clear distribution of workers and specialists in the organization, as well as their objectives and tasks. Both the Institution of the civil engineers, and One Great George Street use this structure. Here we can celebrate an interesting fact. The President of the institution is elected for one year and can only be elected twice. The goal is to have as many members as possible to participate in the guide, leaving their contribution to the generations. The OGGS itself has several departments, Sales, Events, Securites, Stuards, Food and beverage. At the top of the whole structure there is a general manager and his assistant. Each department also has its own manager. They all work in great synergy and are interconnected. There is a high degree of professionalism and competence of managers which leads to extremely high efficiency of the work. The responsibilities and duties of each member of the collective are clearly

established, which in turn facilitates control by management. It is also imperative to mention the possibility of communication between the different levels. New ideas and suggestions are commented and discussed as quickly as possible, there is also the possibility of communication not only between managers of different departments, but among employees at the lowest level in order to avoid further complications or wasting time in making small decisions. This creates an opportunity for each member of the collective to feel interested and an important part of the whole organization.

3. Culture of the Organization

Each company has a strictly developed culture. The larger the company, the more important the moment is for the separation of the company culture. Compliance with norms and rules is essential. It is of importance that people are treated as part of the company, as its fixed capital. In parallel with the interests of the company, we must also consider the interests of its employees. To begin to perceive themselves as part of the general corporate goal. Decisions should be discussed at all levels. (Armstrong, 2017)

The One Great George Street employs people from different countries and continents. Each culture carries differences. But considering with these differences, management has managed to create an extremely cohesive collective.

In general, most people go to work with the thought of doing their job well and giving their best. But as we know people usually react to others the way they treat them. Very often the fact that they accept a decision of the managers does not mean that they agree with it. That's a lot of negative. Naturally there are many ways how one thing will be delivered. On the part of the management must be drawn the right balance in which people will participate in the solution of the problem, not to feel as part of it. Therefore, a very important part of each manager's training is psychology in every single level of relationships. (Mullins, 2016)

4. Conclusion

At the same time we can say that the Institution of Civil Engineers and the One Great George Street had the opportunity to draw experience from the traditions and in the meantime do not stop developing following all the innovations not only in the activity, but also in the construction of modern corporate structure and modern Corporate culture.

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