

LCBB4009 Component1

Module Name: Understanding Organisational Culture of Space X

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Organizational Structure and Chart Concept

Organizational structure is defined as a framework that specifies how tasks, supervision, and coordination are carried out in order to accomplish organizational objectives (Coursera, 2025).

Organizational Chart: A graphic representation of the organization's roles, reporting lines, and hierarchy (Miro, 2025).

The Significance of It:

- makes roles and responsibilities clear to prevent misunderstandings.
- promotes effective decision-making and communication
- improves the overall performance and flexibility of the organization (ChartHop, 2023)

First Way: Functional Structure

Justification: It assigns people to specialized roles (like engineering, finance, and human resources), with clear vertical reporting within each role (Coursera, 2025).

Key Features: Focuses on efficiency, economies of scale, and skill; great for stable or specialized settings.

Pros: Good at managing money and has a lot of technical knowledge.

Cons: Less collaboration between departments and the presence of functional silos.

Look at SpaceX, which designs and builds rockets with a lot of technical accuracy by grouping engineers into strong functional groups (like propulsion, avionics, and materials) and operations, with multiple experts reporting on their own areas of expertise (The Information, 2026).

Functional Organizational Structure



Second Way: Divisional structure

Justification: The organization is split into semi-autonomous divisions based on goods, projects, markets, or regions. Each division has its own functional support (Miro, 2025).

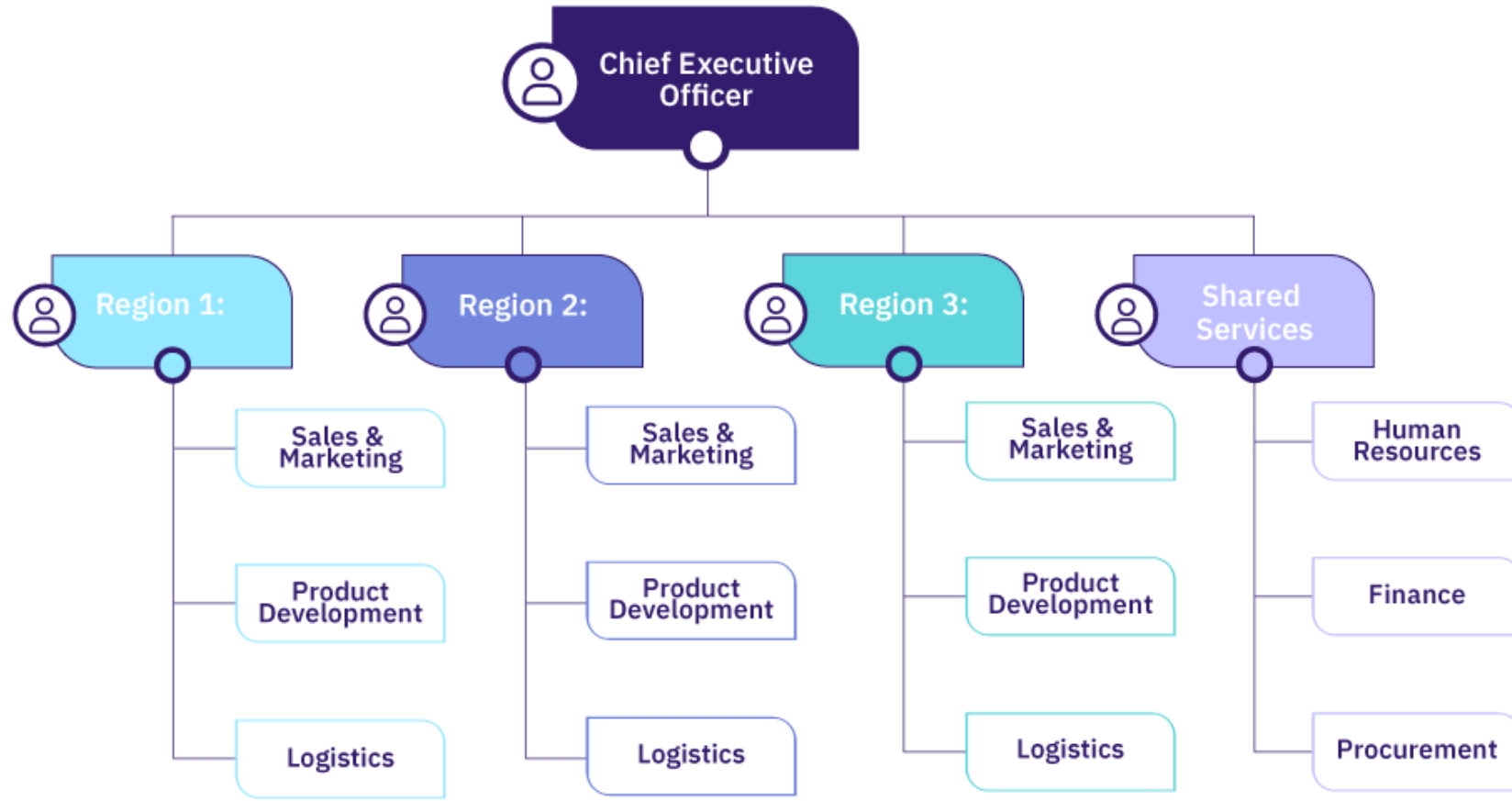
Key features are a faster response to changes and a focus on certain goals or products.

Pros: Each division is responsible for its own decisions.

Cons: Units may compete with each other and resources may be wasted.

Starlink satellite internet, for example, works as a semi-autonomous unit with separate teams for satellites, user terminals, and operations. Another big focus is on developing the Starship. This makes it possible to innovate in a focused way while sharing core resources (Fortune, 2025; The Information, 2026).

Divisional Structure



Third Way: Matrix Structure

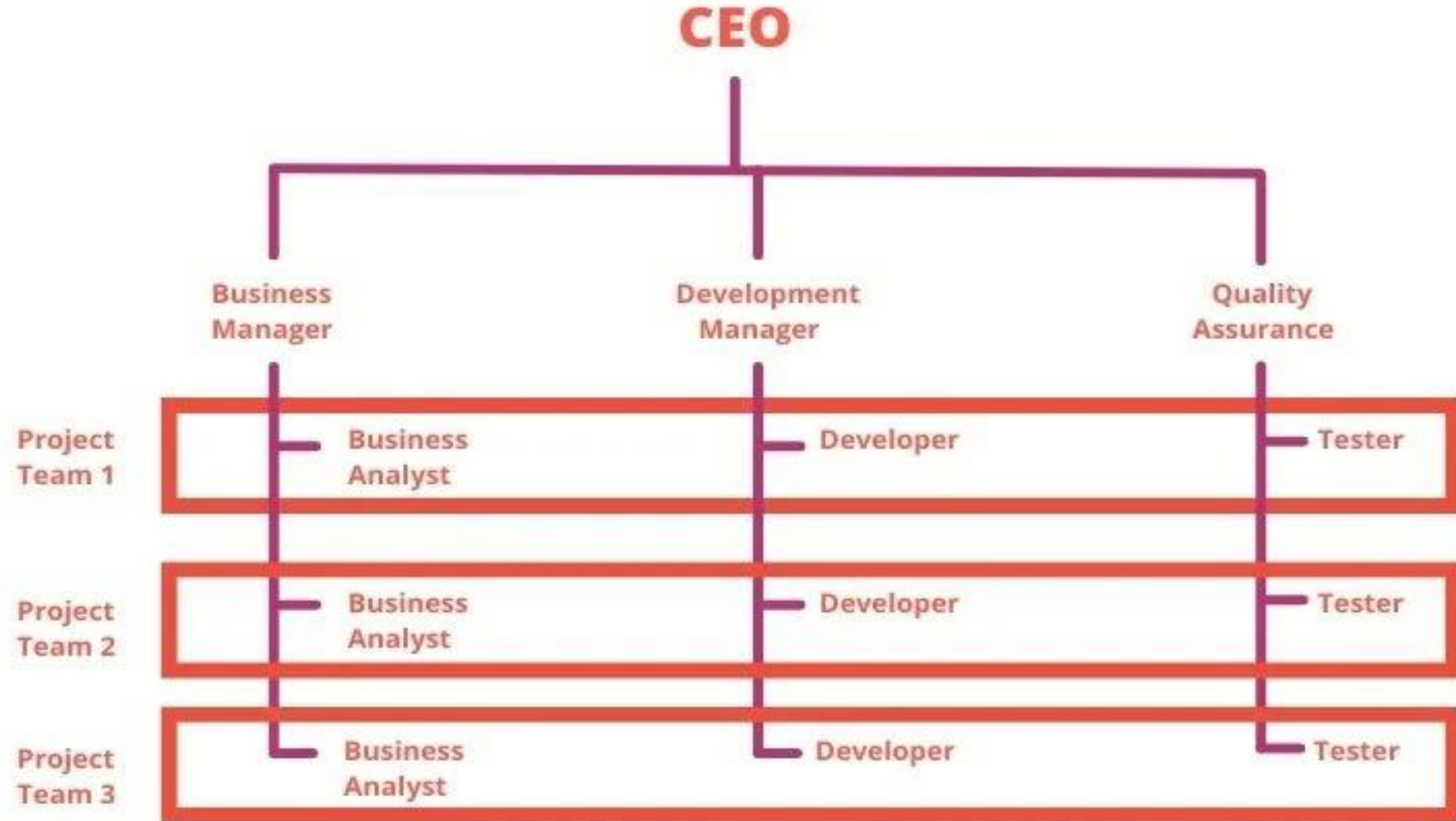
Justification: Integrates divisional/project and functional techniques; staff members answer to both project/product leaders and functional managers (ChartHop, 2023).

Advantages: It's flexible and has two reporting lines so that resources can be shared and used in environments that are complex, creative, and full of projects.

Pros: Better teamwork, creativity, and use of experts more effectively.

Cons: It's possible for authority to be unclear and for different groups to have different priorities.

SpaceX is an example of a company with a mostly **flat structure** that works in a fast-paced, high-innovation environment. For example, engineers from functional groups like propulsion report to specific mission/project leads for Starship tests or Starlink deployments (Studocu analysis, 2025; The Information, 2026).



Space X approach

- SpaceX (Space Exploration Technologies Corp.) has a unique organizational structure and company culture that were shaped by Elon Musk's vision to change the way people travel in space, lower the cost of launches, and make it possible for people to live on Mars. Reports vary, but the company has been growing steadily since it hired over 13,000 people in 2023 and now has tens of thousands of employees. It runs major facilities such as Starbase in Texas (where Starship is based) and Hawthorne, which is its headquarters.

Structure of the Organization

- When compared to traditional aerospace giants like Boeing or Lockheed Martin, SpaceX has a fairly **flat hierarchy**. This helps people talk to each other and make decisions quickly. It also gives engineers direct access to leadership, which is important for its agile, iterative "fail fast, learn fast" approach.



Elon Musk
Founder, CEO & CTO

301 ^

Elon Musk

Collapse ^



Gwynne Shotwell
President & COO

70 v



Bret Johnsen
CFO & President, Strategic
Acquisitions Group

28 v



Mark Juncosa
VP, Vehicle Engineering

52 v



Charles Kuehmann
VP, Materials Engineering

35 v



Joe Petrzela
VP, Spacecraft Engineering

60 v



Jonathan S. Greenhill
Chief Government Officer

0 v



Jason Fritch
Vice President Of WW Enterprise
Sales

2 v



Jessica Jensen
Vice President, Customer
Operations And Integration

10 v



Alex Mykyta
Principal Fpga/asic Design
Engineer

0 v



Alexander Wojcicki
Principal Propulsion Engineer

11 v



Ali Sajjadi
Principal RF Engineer

0 v



Anthony Geoffron
Principal System Engineer

0 v



Chris Edwards
Principal Build Engineer (booster
Integration)

0 v



Claudio Lettieri
Principal Turbomachinery
Engineer

0 v



Craig Remillard
Principal Engineer

14 v



Dr. Juan Flores Preciado
Principal Engineer (surface
Engineering)

0 v



Michael Rossoni
Principal Engineer - F9 Propulsion
Systems

0 v



Andy Borrell
Senior Software Engineer

0 v



Michael Zou
Senior Software Engineer

0 v

This structure makes it easy to come up with new ideas quickly, but it can also make things more intense and hold people responsible.

Problems and Criticisms: High pressure can cause burnout, make it hard to balance work and life, and make people leave.

There have been reports of toxic elements, like a demanding style and worries about psychological safety in some accounts.

Musk's transformational leadership is inspiring, but it also makes the workplace high-stakes and sometimes unpredictable.

Overall, SpaceX draws in the best people who do well in high-stakes, high-reward environments. These people are the ones who will create the next generation of hardware innovators. This culture and lean structure make it possible to cut costs and speed up the process in aerospace, which is a big deal.

Conclusion

Tasks and communication are shaped variously by functional, divisional, and matrix structures; there is no one "best" design; instead, it varies on the objectives, scale, and setting (Coursera, 2025).

SpaceX Insight: Promotes quick innovation in space exploration by combining matrix-style project teams, divisional concentration on important programs (Starlink/Starship), and a flat hierarchy with functional depth (The Information, 2026).

Key point: In order to enable efficiency, speed, and adaptability—all essential for success in dynamic industries—effective structure must be in line with strategy.

Thank You



References

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