Framework to design and diagnose organizations
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Process structured in **four main steps**:

- The *first* step: to identify the **identity and the purpose** of the organization. (assess what the organization is -and is not- and its purpose).

- The *second step:* creation of a *vertical structure* (how the organization faces the total environment complexity (variety) by means of creating a vertical structure made up of sub-organizations/sub-environments into which the total environment is divided)

- The *third step:* to **check that all the necessary and sufficient elements (VSM)** are adequately represented in each of the organizations/sub-organizations etc.

- The *fourth step:* to check the **degree of coupling** of all organizations, sub-organizations, etc., at all recursion levels (coherence).

* **COMPLEMENTARY TOOL: Organizational Pathologies**