Leadership21©

Organizational Structure by
Supremacy
OSS©

Zaher B. Alabdo PTST

Translated into English By
Ayman Ghazi

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Strategic Management Institute
Certified

In the name of Allah, the Merciful

إسهامات زاهر بن بشير العبدو في الفكر الإداري العالمي

Zaher Bin Basheer Al-Abdo Contributions In global management thought

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Organizational Structure by Supremacy

Dedication

To everyone who helps the oppressed-on earth
To everyone who defends the nation›s rights
against the greedy
To the forearms that will restore the glory of the
nation and light the way for the future
Enjoy justice, love, and peace

Zaher B. Alabdo

Governments that are able to convert the impact of sanctions and bans, by countries of bullying and global domination, into incentives to boost their alternative national industries are distinguished successful governments.

Preface

T"**he institutional Supremacy Strategy (ISS) represents a practical applied Approach to create and horn the Institutional Distinction of Organizations in order to transfer them to an institutional Supremacy throughout steps which are either consecutive or simultaneous within the innovative ISM model which introduce Road Map in order to realize the supremacy and Market leading."**

This book constitutes an advanced step in the Future Leaders Chain books with a simplified presentation that adopts conscious thinking in a way that suits the world of applied management for the 21st century and aims to understand the dynamics of the work and leadership of «corporations-companies» and governments and provide assistance in planning, implementation and development necessary to ensure its survival in the first stage, its distinction In the second stage, and its superiority in the third stage, and to determine the requirements to maintain what it achieves in each stage, to be able to ensure the continuous development of maintaining leadership.

This book represents one of the chapters of our book «The Strategy for Institutional Excellence» which I developed what I had presented regarding the organizational structure to fit in the applied content with the requirements of the implementation of the institutional supremacy strategy.

In this book, you can find the answer to your question:
How to structure your organization for Supremacy?

I ask God for success
Zaher Basheer Al-Abdo ᴾᵀˢᵀ
Istanbul - Jan 2021 / Jumada al-Thani 1442

Introduction

T he Objectives of this book:
- providing a preliminary outline of the organizational structure on which the functional structure will be based.
- emphasizing the flexibility of the organizational structure in line with the strategic objectives, and in a way that reflects the distribution of the organization's resources in a manner that serves the organization's strategic direction and is consistent with its competitive strategies to be implemented.

- This new structure constitutes the basis for the logic of thinking when building the organizational structure of the organizations of the 21st century that strive for distinction and Supremacy.
- Providing a clear reference for students of Business Administration and Accounting who are submitting exams of the main examination institutions; as well as students of Higher Studies and those who are looking for Development in the applied approach to-integrated Management.

The Integrated Organization Structure IOS© is one of the five pillars of the Implementation of Strategy by Integration MBI© (Alabdo, 2018,p. 34) [1]. However, the concepts of the "Strategy of Excellence" (ISS) imposed a new phase on this structure to become the Organizational Structure of Excellence (OSS) in order to ensure the integration between its components and the

1   Alabdo, Zaher. (2018). *Integration or death… Strategic Management by Integration.* Istanbul: Al Zaher House.

content of the Institutional Supremacy Strategy (ISS).
And now it consists of three basic components: Figure (1)

Innovated by: Zaher B.Alabdo |1|
Organizational Structure by Supremacy «OSS»

1
Decision making
CDO
Chief Decision-Making Officer
Decision Making Managements
020121-199
11 **PCM©**
12 **SLM©**
13 **CSM©**
®

CEO
Chief Executive Officer

3
CSO
Chief Supporting Officer
Supporting Managements
31 **HR**
32 **Financing**
33 **Accounting**
34 ..

#z_b_a
020121-199

2
COO
Chief Operating Officer
Operations Managements
21 **Production**
22 **Marketing**
23 ..

Source: @zbabdo www.zaherabdo.com

Figure (1)

1. Decision making Managements.
2. Operation Managements.
3. Supporting managements

Due to the importance of their contents, I copied from my book (Alabdo, 2018) [2] , everything related to the components, in order to clarify this topic, and then developed those concepts, especially the concept of decision-making - Management to make the managements compatible with the concepts that I developed or Created in my previous book Leadership 21 and Institutional Excellence in a Competitive Environmental[3] concepts ,particularly decision-making managements in line with the concepts that were created in my book (Alabdo, 2019) and developed in my book (Alabdo, 2020)[4]   I explained

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2   Alabdo, Zaher. (2018). *Integration or death… Strategic Management by Integration*. Istanbul: Al Zaher House.

3   Alabdo, Zaher. (2019). *Leadership21 and Institutional excellence in a competitiveness environment*. Istanbul: Al Zaher House.

4 Alabdo, Zaher. (2020). *Institutional Supremacy Strat-*

the role of those managements as well as their integrations and classifications briefly and appropriately to achieve the goals intended from this book.

The contents of this book are considered as an advanced development of the same content I addressed in my book (Alabdo, 2018). Therefore, there are many changes and developments that are consistent and in line with the content that I discussed in my book "Leadership21 and Institutional Excellence" and in this book.

Let us take a more detailed insight at these components, noting the role of the CEO in an organization as a top decision maker (Alabdo, 2020, p. 117): "Figure 2"
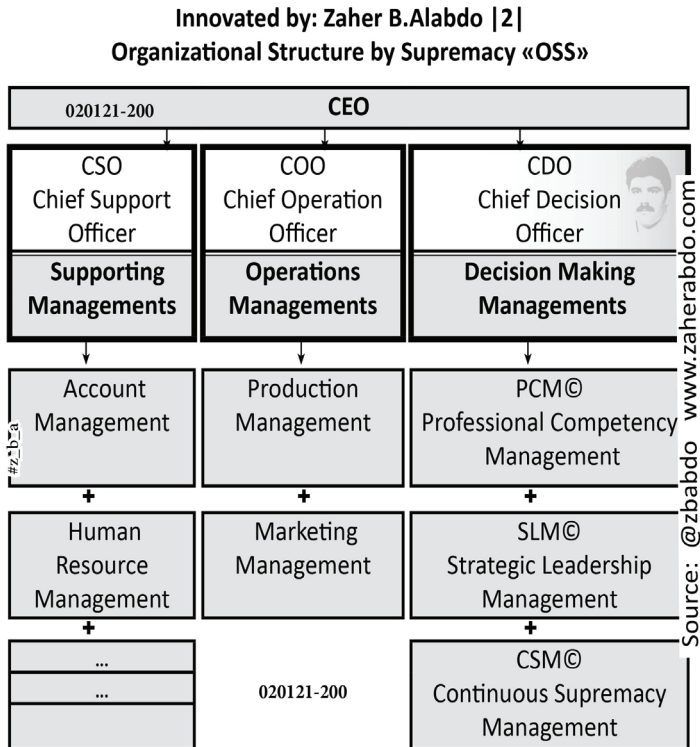
egy .. Implementation Model and Road map. Istanbul: Al Zaher House.

Innovated by: Zaher B.Alabdo |2|
Organizational Structure by Supremacy «OSS»

020121-200	CEO	
CSO Chief Support Officer **Supporting Managements**	COO Chief Operation Officer **Operations Managements**	CDO Chief Decision Officer **Decision Making Managements**
Account Management	Production Management	PCM© Professional Competency Management
+	**+**	**+**
Human Resource Management	Marketing Management	SLM© Strategic Leadership Management
+		**+**
… …	020121-200	CSM© Continuous Supremacy Management

#z_b_a

Figure 2

Decision Making Managements

T he Chief Decision Officer (CDO) heads the decision-making managements. His main mission is to provide decision-making support to decision-makers by providing data, information and analyses and whatever is required to develop and amend plans, decisions, procedures or structures that are necessary to ensure the optimal investment of resources in the organization, noting that the work of the three decision-making managements (DM) (Professional

competencies management (PCM), Strategic Leadership Management (SLM), and Continuous Excellence Management (CSM))[1] were integrated and sequenced in their missions during the previous period. - operation phase, synchronous[2] during operation phase in some respects; The tasks of all these managements in general are:

- analytical role of the reality of the activities, projects, initiatives, and the related programs.
- proposing what is needed to accomplish the executive plan.
- follow up the implementation of what is ap-

1   There is a similar approach in today's organizations in the so-called Research and Development Management, which is called in short as R&D, and the new thing we are discussing is the location and importance of this management and expanding its role to include the administrative process and not being limited to the research and development process in products and their requirements.

2   Synchronization here is intended as the process of analysis and development side by side in the implementation phase.

proved throughout the evaluation and assessment processes, according to the data of each case.

That is, those managements are concerned with carrying out the tasks of analysis and development by planning, monitoring, implementing, and continuous development by means of evaluation to direct the organization to develop more adequately (effectively and efficiently) according to the variables and controls of the work environments surrounding the organization. These managements are:

1. Professional Competency Management (PCM).

We can consider that this management is as a guide to the compass of investing the human resources of the organization; therefore, the content of the main task of this management has been developed from the Organization's Knowledge Awareness Management (KAM), from the organizational structure to analyze the

reality of the knowledge level, to identify its deficiencies, to suggest requirements to build creative competencies, and to fit the needs of achieving the objectives of the organization and the aspirations of the leadership which are derived from its vision and mission. On the above-mentioned bases, we can summarize the tasks of the management as follows:

- Measuring and analyzing the reality of the level of cognitive awareness of useful and renewable knowledge (URK) of the human resources with their powers of "driving and upgrading"[3], on the importance of their roles at various levels,identifying their shortcomings and proposing what should be done on the leadership of the organization in line with the objectives of the organization.
- Analyzing training needs «interactive learning programs, should be done at its basic

3   We mean the driving force is the workforce, and the levering force is the leadership competencies available to those with authority in the organization, we used the term incitement and moving power in our book « Leadership21 and Institutional excellence...»

levels, as well as key interactive learning programs KILP, and Comprehensive interactive learning programs CILP, to serve the achievement of the organization's goals and priorities.

- Drawing the Creative Professional Competencies (CPC)[4] according to the levels required by the nature of the activities of each organization.
- Supervising and controlling the implementation of the activities of the Human Resources Management in all its classifications (attracting - employing - maintaining) and evaluating the results of implementing interactive learning programs and motivation programs to ensure the provision of appropriate creative professional competencies for the company's employees, and meeting the needs of the institutional supermacy strategy of those

4   It includes the provision of useful and renewable knowledge, the correct implementation, and the appropriate environment for the investment of creativity to be a generator of the creative Professional Competencies needed by the Supremacy Strategy.

competencies. Thus, accomplish its analytical and supervisory role over the activities and plans of human resources management.

- Intervening according to the results of the analysis of the implementation of the work of human resources management to ensure the evaluation process in order to correct any negative deviation, or to support any positive deviation.

It is worth noting that I named this management the Professional Competency Management (PCM) because it specializes in everything that can build, correct, and restore these competencies, either through its current tasks mentioned above or any other necessary future tasks. For this reason, I have devoted the bulk of my book to the topic of "Training Plan ...".

It must be pointed out that the tasks of this management begin in the organization's first productive cycle, in particular, after the two managements of Strategic Leadership (SLM), and the Management of Continuous Excellence

completed (CSM) their tasks; because this management derives its objectives from the results of a management analysis (SLM), and the objectives of the management plan (CSM)[5].

2. Strategic Leadership Management (SLM)

We can consider that this management is the laboratory of the organization under which everything that affects it (internally and externally) is analyzed and determines the direction of the compass of the organization's leadership in terms of investing its resources:

- The necessary activities to analyze the position of the organization at the level of the internal, competitive, and general environment.
- Sharing the leadership of the organization in

5   It was necessary to be reminded in order not to understand that the role and tasks of this management take precedence over the rest of the managements, as may be understood from the previous two figures, Figures 2 and 1.

defining its strategic direction.
- Sharing leadership of the organization's in defining its competitive strategy.

It is called the Strategic Leadership Management, neither the Research Management nor the Research and Studies Management because its main tasks are to provide all leadership requirements in line with strategic scope, strategic thinking, and strategic planning based on strategic management by means of MBI integration.

Its mission extends to include analysis of the internal data of the organization, in general. In addition to, the task of collecting and classifying in accordance with the targeted analysis process; as well as, the implementation of research, especially that related to the external environment of the organization. Its coverage of marketing research, consumer research, competition research, or market research includes the following:
- Analysis of the elements of the internal environment: It includes analysis of the compo-

nents of the inputs[6], Operations,outputs and analyzing and reviewing the results of the implementation process "feedback" as dealt with by systems theory, and the situational theory.

- Analysis of the elements of the competitive environment that includes the analysis of the elements of the competitive environment with its trilogies "trilogy of competitors and the trilogy of competition".
- Analysis of the elements of the general environment, including the analysis of "the local trilogy and the international trilogy".

It should be noted that I named this management «the strategic leadership» to highlight its pivotal role in the process of directing the organization towards excellence and then supremacy. It identifies the most important elements of directing the activities of the organization in terms of determining the strategic direction on one hand

6   We exclude here the research and analysis of human resources since we have assigned an independent management to this task, namely the Professional Competencies Management PCM©.

on; Thereafter, they are reallocated   in a way to achieves the optimal investment of the organization's resources and directs its objectives in a way that influence, effectively, the development and distribution of   its organizational and functional structure on the one hand, and its general budget on the other hand, side.

3. The Continuous Supremacy Management (CSM)

We can consider this management as the steering wheel that determines the direction of the institution compass, in terms of investing its resources, because it integrates with the role of the strategic leadership management and invests the results of its analysis[7].

The primary role of this organization is structured in two dimensions: planning and monitoring.

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7   Of course, it also integrates with the role of managing creative competencies concerned with the most important resources of the organization.
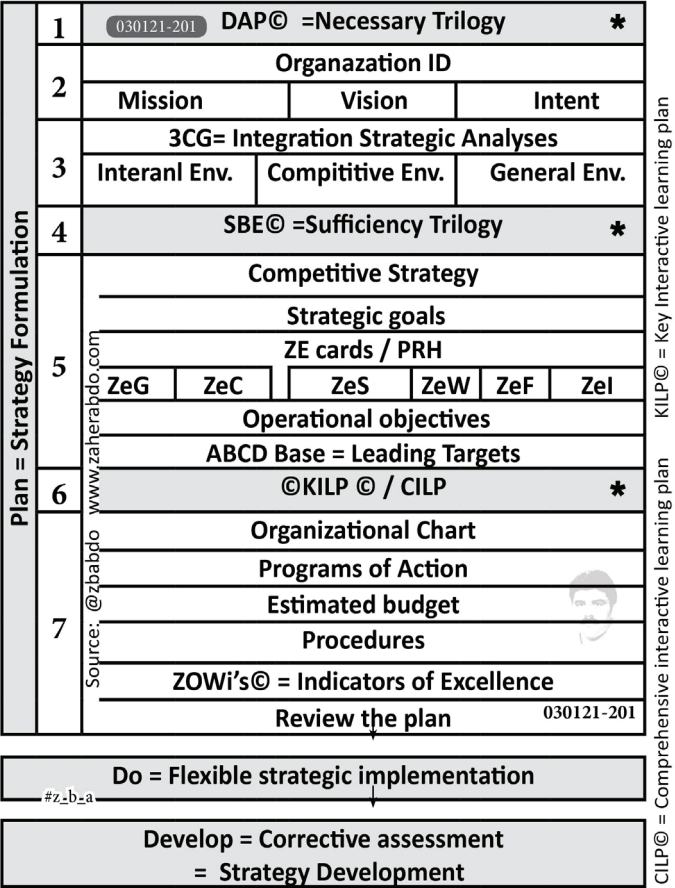
First
planning dimension:

Specializes in strategic planning to develop the strategic plan, after setting goals, according to the results of the analyses provided by the Strategic Leadership Management, as previously mentioned. Thus, determining the objectives of the operational plan. We can define the most important of these tasks according to the stages of the IMM scheme "See Figure 3". We can define the most important of these tasks according to the stages of the IMM scheme «Figure 3»

- Interrogating the results of the organization's position analysis "phase 2" and analyzing its results in a manner that serves the development of strategic objectives for the organization consistent with its strategic direction and competitive strategy.
- Make these goals a part of the strategic plan and define the cards to score © ZEE Cards on "Stage 5".

- Defining the operational plan and its leading objectives "Stage 5" according to the ABCD rule.
- Building the organizational structure with supremacy OSS© "Stage 7".
- Preparation of the estimated budget for the "Stage 7" plan.
- Continue with the remaining steps of the seventh stage, as mentioned in the IMM scheme (Figure 3).

Innovated by: Zaher B.Alabdo
IMM© & Institutional Supremacy Strategy ISS©

1	`030121-201` **DAP© =Necessary Trilogy**	*****
2	**Organazation ID**	
	Mission **Vision** **Intent**	
3	**3CG= Integration Strategic Analyses**	
	Interanl Env. **Compititive Env.** **General Env.**	
4	**SBE© =Sufficiency Trilogy**	*****
5	**Competitive Strategy**	
	Strategic goals	
	ZE cards / PRH	
	ZeG **ZeC** **ZeS** **ZeW** **ZeF** **Zel**	
	Operational objectives	
	ABCD Base = Leading Targets	
6	**©KILP © / CILP**	*****
7	**Organizational Chart**	
	Programs of Action	
	Estimated budget	
	Procedures	
	ZOWi's© = Indicators of Excellence	
	Review the plan `030121-201`	

Left vertical label: **Plan = Strategy Formulation**

Inner vertical text: www.zaherabdo.com   Source: @zbabdo

Right vertical labels: **KILP© = Key Interactive learning plan**   **CILP© = Comprehensive interactive learning plan**

Do = Flexible strategic implementation

#z - b - a

Develop = Corrective assessment
= Strategy Development

(Figure 3).

Second: supervision "Assessment and Corrective"[8]

This is the third stage in the previous scheme "Strategic Development= Assessment and Corrective».

It is the following up stage of the results of the organization's implementation of its operational plans, then comparing them with what has been planned. Thus, conducting the evaluation process and making recommendations about what should be taken towards any deviation that appears in the evaluation process.

Of course, the oversight role that the Continuous Supremacy Management CSM© will exercise will focus on the operating and support managements, relying on the Winning indicators

8   As we mentioned earlier that the development process includes the Assessment and Corrective processes, for more, the ninth chapter of this book ... where we dealt with the development process as part of the three-dimensional excellence «wheel of excellence PDD».

Zoie's©[9] that have been adopted in the strategy formulation stage, which is based on taking the time factor as a basis for its classification and content, with its three types:

- Done indicators (ZOWd) measure completed and finished activities.
- Present's indicators (ZOWp) relate to indicators that just happened or occurred during the previous day.
- Future indicators (ZOWf) relate to indicators to be achieved in the future.

That is, to use the timeline to describe the relationship between these three classifications, "Figure 4".

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9   Previously mentioned, Abdo, Zaher. (2018). Integration or death… Strategic Management by Integration. Chapter 8.

ZOW indicators

DONE   PRESENT   FUTURE

ZOWD   ZOWP   ZOWF
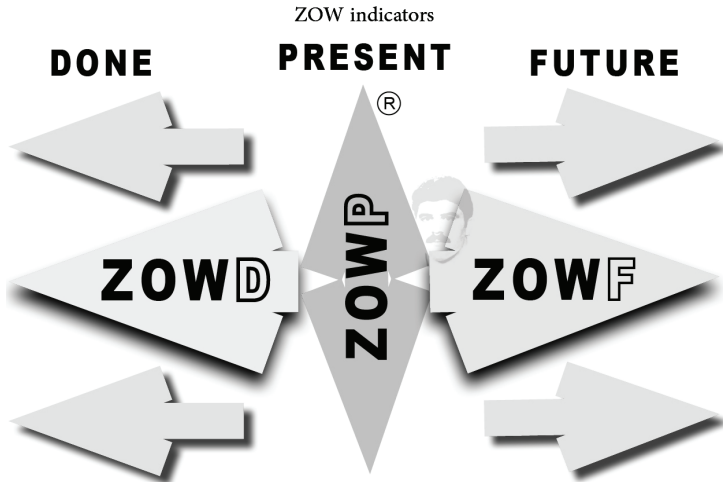
Figure4

Based on the foregoing, the role of Continuous Excellence Management (CSM) has the nature of follow-up planning and development that includes assessing and correcting the work of the managements of the organization, specifically the operating and support managements, so its main tasks are:

- Managing the planning process in the organization in cooperation with other managements to develop the strategic plan and op-

erational and execution plans.

- Establishing the appropriate organizational and functional structure for that.
- Determining the necessary estimated budget, timetable, and participants in the implementation process based on a mechanism that ensures communication, reviewing, with all managements, and involve the participants in determining the goals, initiatives, programs, and events that are necessary to implement the plan.
- performing what is necessary to analyze what has been implemented in the managements of the organization, and to compare them with the plans, decisions, procedures, and directives approved by the leadership of the organization, as well as, discovering the deviations and intervening to correct them.

Consequently, its role is as a cycle that starts with developing and implementing plans and continues to evaluate implementation, and to suggest what ensures the assessment of deviations, and to coordinate with the Professional

Competencies Management (PCM), and the Strategic Leadership Management in order to propose decisions and amendments in plans that provide continuous development and achieve the required institutional Supremacy. Thus, it invests the outputs of the Strategic Leadership Management   to build on them its planning operations, the follow up of implementation, Assessment and Correction, after that it returns to be an important entry point for other decision-making managements, for updating and for renewing their data, for monitoring their variables, in order to facilitate the process of building new cycles in planning, decisions, procedures more efficiently "effectiveness and efficiency".

The process of planning, monitoring, and implementation through measurement, Assessment and Correction, includes:

a. Effective planning: this includes the process of developing the strategic plan of the organization, based on the results of analysis (3CG), and in line with the stages of the Integrated Manage-

ment Model (IMM). «Figure 3"

b. Development: this includes monitoring the implementation of the approved plan by all managements of the organization, reviewing, evaluating its results, and proposing to be constantly evaluated according to the variables of the organization's environment, simultaneously with the pursuit to achieve higher rates of resources in the organization which are invested greatly and efficiently and effectively.

Knowing that the development process will be at the two levels of measurement-vertical analysis and horizontal analysis- either by internal comparison, or by benchmark comparison in the market, and will be according to the nature of the component that is being evaluated and developed.

Given that the reference to the relative importance of the depth of measurement, analysis, Assessment and Corrective is related to the extent of the importance of that component and link its indicators to the Institutional Excellence (ZECards), and to the winning indicators

(ZowI's) based on the classifications related to their timeline. [10]

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10   Previously mentioned, Abdo, Zaher. (2018). Integration or death… Strategic Management by Integration. p. 292 and later.

Operation Managements

I t is headed by (COO); the task of those managements[1] is to produce the outputs of the organization and to work on delivering them to their

---

1   In this sense, they represent the productive organs in the human body «hands and legs» that perform the muscular effort in terms of formation, transfer or transformation if the work is muscular or the use of the mind if the work is intellectual or all of that if the work is mixed between the muscular and the intellectual, and so We called it Operation Managements = OM and it›s headed by COO = Chief Operation Officer

target customers. It also includes: the two functions of production management and marketing management, which are two basic functions responsible for implementing the operational plan that the decision-making managements participated in preparing after its approval, which has been translated into decisions to be implemented by the implementation plans generated from the implementation of the leading objectives that are derived from the operational goals according to the specialty of each management In the context of the implementation of these plans, Operations Management needs support from the Supporting Managements that were founded and designed to play the supporting and backing up roles to achieve the objectives of Operations Managements, which are originally based on the decision-making management DM.

Thus, the Operations Managements consist of Production Operations Managements POM:

1. Production Operation Management

It specializes in implementing production plans according to what has been approved by the plan, which it has already participated in the preparation stage, in terms of providing the requirements for its implementation which are resources, energy, time, and technology. That is, the production management is primarily an executive management, but it has the duty, and it has the right to participate and gives opinion in regard to its work With the Decision-Making Managements, which are concerned with their activities as required by the interest of organization, specifically in the processes of continuous improvement, in terms of the level of quality and minimizing waste. This management is responsible for providing the organization's outputs of products, whether its products are tangible "commodities", or intangible "services", and in this sense it includes all managements that are distinguished by being a source for:

Includes all the managements that are a source for:

o the cash flow from the organization induced by this management which is directly related to the provision of requirements to produce the products or services it provides.

o the cash inflow into the organization induced by this management, which is the result of selling its products, and realizing a return to the organization as a result of the added value which were added by these managements into their inputs during the operation process.

Thus, we can define, more precisely, those managements through the components of their cash inflows and outflows that compose the account list of the operating account.

It is worth noting that it can include the content of the production mission for any management that can achieve cash inflows for the organization through its activity, and in this expanded context it may include, for example, managing real estate investment, stocks, bonds, etc., even if it does not fall within the organization's primary

activity of Products or services. In this case, it will become production managements that we can name "indirect production", to distinguish between them and the basic production managements in the organization "direct production managements". Therefore, the benefit of naming these production managements "indirect" is to facilitate the processes of controlling, monitoring the resulting investments, and propose to separate it as an independent activity when it becomes an important source of cash inflows for the organization. Of course, this separation will provide it with more opportunities to develop, grow, specialize, and achieve more success.

2. Marketing Operation Management

As it is known, the marketing mix is basically based on four components: production - pricing - promotion – Place "distribution". Therefore, it must be noted that according to what

was presented in the integrated management structure model (IMM), the role of analyses, studies and special research on products, consumer behavior and competition analysis, will be among the tasks of Strategic leadership management (SLM), as we have already explained. Moreover, the effects and results of those studies and research will extend to the pricing, promotion, and distribution tasks concerned with their implementation, by the Marketing Management, in line with the related directions of plans and decisions in this regard.

Thus, the Marketing Operations Management is the management responsible for conducting the pricing, promotion, and distribution operations[2], and within this context, the marketing operations are characterized by the following:

- The output flows of the cash produced by the organization, which are directly related to

2   More detail in this regard is covered in our book, «A Practical Guide to Developing a Training Plan and Models of Professional Competencies Management PCM©.»

> providing pricing, promotion, distribution, and sale requirements for the products or the services provided by Production Operations Management "POM".

- The input flows of cash through the organization resulting from the sale of the organization's products / services.

these managements can be defined precisely by the components of their cash inflows and outflows which sets the account list of the trading account.

Supporting Managements

I t is headed by Chief Supporting Officer (CSO)[1] and its role is to provide support to op-

1   In this sense, they represent the «respiratory - digestive - nervous - muscular - - -» organs in the human body that maintain human safety and provide him with the requirements for his growth, survival and work through the harmony of their work so that the person is able to perform the work and tasks assigned to him, or that It is required for him to be present and continue to be efficient and effective. That is why we called it Support Management = SM and headed by CSO = Chief Supporting Officer

erations managements[2] to do their role better.
It consists of accounts management, human re-
sources management, financial management,
and the rest of the managements that the nature
of the organization's activity requires from the
supporting managements (as they are basic sup-
port managements). "Figure 2", which shows
the complementarity and harmony in the roles
of the basic managements in the organization.
Other group of supporting managements can be
founded when it is necessary to support produc-
tive managements in achieving their tasks:

1. Human Resource Management

It is concerned with providing and qualifying
the human element necessary to all the manage-
ments of the organization in terms of quantity
and quality that suits the building and develop-
ment the organizational structure necessary to

2   It is also responsible for providing the necessary
support for the activities of the decision-making man-
agement and providing all necessary data and informa-
tion that related directly or indirectly within its compe-
tence.

achieve the goals of all managements, as well as the participation in the motivation and maintenance programs of these HR according to the requirements of implementation and development.

2. Account Management

It is the management responsible for recording accounting entries operations and preparing its final accounts within the controls of the unified accounting system and making use of the data of those reports to identify costs in all the forms that all Managements of the Organization need as an important source for their programs and plans, and to review and evaluate their work.

3. Finance Management

It is concerned with studying and evaluating the mechanisms of obtaining cash inflows, either from external financing, or resulting from the sale of the organization's outputs, as well as studying the cash outflows, whether operating or investment, and then setting the optimal

distribution to control the movement of those flows in both directions, in order to achieve optimal use of the organization's resources, especially financial.[3]

I would like to point out that I classify the Financial Management as it is responsible for:
(1) Financial analysis, preparation of financial reports, and study of financial indicators on one hand.
(2) On the other hand, proposing sources of financing for the organization's investments.
(3) A third-party proposal for new investments for the Organization's
abundant resources, which are more than needed in its main activity.
This management, with its analytical part of the financial statements, integrates with the tasks of decision-making managements, either as an

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3   This management in this context is similar in its role to what the human heart does through its role in regulating blood flow to all organs of the body, according to the need needed by the work of the body, both muscular and intellectual.

independent management concerned with financial affairs, its analysis, and indicators, or as part of it. Its responsibilities in (item1) are enlisted under the tasks of the Strategic Leadership Management (SLM), and its responsibilities in (item 2, 3) are enlisted under the tasks of Continuous Supremacy Management (CSM)[4]. Therefore, its tasks and its work team can be within the decision-making managements. Those tasks are distributed according to the nature of each one. Within the context of the Support Managements, there are many support Managements that can be added, such as Facilities Management, Computer Management, Technical Management and other Managements which are imposed by the nature of work and specialization of each Organization, and For the purpose of clarifying but not limiting we mentioned above about the organization's managements such as account-

4   I left this classification in its final form until the issuance of this book and discuss its content with a wider base of specialists in this regard for further verification and scrutiny and ensuring the correctness of our thinking in this regard.

ing and human resources is with the intention of clarification and not limitation, being the most priority for the organization in general.

of the organization is represented by a set of controls that achieve the interest of all positive role holders (PRH) that influence and affect positively the development of the organization, the mechanism of its formation and functioning are determined according to what we have proposed in the "Theory of Strategic Management by Integration MBI", and its components that it must work in harmony to ensure the conscious progression of the organization forward.

The policies of Decision-Making and motivating the employees and dealers with the organization, in particular, and all those who have a positive role (PRH) in general on one hand, and the philosophy of the organization on the other hand, has the greatest role in the success of this task in which all the components of the organization participate Organs, and Minds in varying degrees that suit the role of each.

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Qualification..

Topics of interest to you..

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Your opinion of the book...

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Additional points for members of the Arab Management Organization, the Syrian Management Association.

List of Abbreviations

* Semantic abbreviations were created by the author «Zaher Basheer Al Abdo» to facilitate explanation.

7How©	⁷How& Why© circle
3C's©	C=Company / C= Competitors C= Customers
ABCD©	Base of commanding targets
AI-ISP©	Authorized Institute of ISP©
DAP©	Necessary Trilogy
DMM©	Decision Making Managements
CDO©	Chief Decision Officer
CFA©	Competitors Trilogy "Current + Future+ Assumption
CILP©	Comprehensive interactive learning plan
CIS©	Continuous Institutional Supremacy
CISO©	Corrective Institutional Supremacy Option
COC©	Circles of Control
CPC©	Creative professional competencies
CSM©	Continuous Supremacy Management

CSR©	Competitive Trilogy "Customers+Supliers+ Rivalry
GMO©	Global Money Octopus
GSO©	Global Savage organizations
HoA©	Holders of Effect
HoE©	Holders of Effect
HoI©	Holders of Effect
EFQM	the European Foundation for Quality Management
ESI©	Employee Satisfaction Index
ICG©	I " Internal", C "Competitive", G "General"
IMM©	Integration Management Model "ZBA's Model".
ISRT©	Institutional Supremacy Research Team
IST©	Institutional Supremacy Team
ISB©	Institutional Supremacy Bird
ISS©	Institutional Supremacy Strategy
ISPI©	Institutional Supremacy Plan by Integration.
ISM©	Institutional Supremacy Model
KAM©	Knowledge Awareness Management
KSI©	Knowledge+Structural+Impact
KILP©	Key Interactive learning plan
LBS©	Leadership By Supremacy= LeaderShip_٢١ ©
LSS©	Leadership Strategic Scope

N-HR©	Non-human resources
PCM©	Professional Competencies Management
PDD©	Plan + Do +Develop
PRH©	Positive Role Holders
PRHe©	External Positive Role Holders
PRHf©	Positive Role Holders by financing
PRHi©	Internal Positive Role Holders
PRHm©	Positive Role Holders by Market
PRHw©	Positive Role Holders by work
PST©	Practitioner, Strategic Thinker
PTST©	Practitioner,Theorist, Strategic Thinker
OSS©	Organizational Structure by Supremacy
OTA©	Objectives of tasks and authority
OROS©	Objectives of rebuilding the organizational structure
RISO©	Radical Institutional Supremacy Option
3S	3 steps to analyze the internal environment
Secret©	Base for analyzing alternative decisions
SGB©	Building trilogy (Standard+Gap+Base)
SBE©	Sufficiency Trilogy"Analysis+Arrangement +Exellence"
SCA©	Sustainable Competitive Advantage
SLM©	Strategic Leadership Management
SSI©	Suppliers Satisfaction Index
STT©	Strategic Thinking Teams

MBI©	Managemement By Integration
T-MKL©	Test of Management Knowledge Level.
T-LKL©	Test of Leadership knowledge level
T-JDC©	Test of Job description compatibility
T-OSE©	Test of Organizational Structure Effciancy
TIS©	Teaching Ignorance Strategy
TST©	Theorist, Strategic Thinker
T-ISS©	The Tree of Institutional Supremacy Strategy
URK©	Useful & Renewable Knowledge
VRCN©	V "Valuable", R "Rare", C "Costly to imitate", N "Nonsubstitutable".
ZBA©	Zaher B. Alabdo PTST. INT.
ZBA's Pyramid	ZBA's Pyramid for clasification of Organizations
ZECards©	Exelanca Cards
ZECc©	Customers ZECards
ZECd©	Develop ZECards
ZECf©	Finance ZECards
ZECg©	Government ZECards
ZECl©	Learning ZECards
ZECs©	Suppliers ZECards
ZECw©	Work ZECards
ZowI's©	©ZowIndicators

Author in brief

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**The Founder & the Honor Chief of the Arab Management Organization
The Inventor " MBI" Theory, the " Leadership_21" Approach and "ISS"
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Secret© , SCA©, CIS©, ISM©, COC©, PRH©, URK© , OSS©.**

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Best Of HIS PUBLISHED BOOKS

1. Institutional Supremacy Strategy .. Implementation
   Model and Road map

2. Leadership 21 and institutional excellence in a com-
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3. Administrative and financial corruption

4. Integration or death. Strategic Management by Integration

5. The Trilogy of institutional Excellence & Management By Integration

6. Foundations of Management and Contemporary Managerial Thought.

7. The Strategic Management and Strategic Planning.

8. Circles of Control and Management.

9. ALL YOUR NEEDS TO PREPARE FEASIBILITY STUDIES.

10. ADVANCED SELLING SKILLS.

11. Understand Your Subconscious Mind.

WORK EXPERIENCES:

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• The Founder and the Honor Chief of the Syrian Management Association

• The Founder and the Honor Chief of the Arab Management Organization

• GENERAL MANAGER at Authorized KSA Dealer of "General Motors"

- GENERAL MANAGER at Authorized Syrian Dealer of "NISAN MOTORS"

- CEO of MART GROUP (Marketing, Research, Feasibility Studies).

- General Manager / Mart Link (Unique Marketing& Training Services)

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- AL-BAYAN MAGAZINE Editor-in-Chief.

- Commercial Manager of Industrial Company for Garment.

- Management Consultant of "ALMALAZ FOR MEDIA SERVICES"

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TRAINING ACTTIVITY:

He trained many trainees from Syria, Egypt, Yemen, Libya, Sudan, Iraq, Saudi Arabia, Kuwait, Emirates,

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MEMBERSHIPS: Most Important:

- <u>INTERNATIONAL ADVERTISING ASSOCIATION.</u>

- ECONOMIC SCIENCE FORUM.

- HOUSE OF ARAB JOURNALISTS ASSOCIATION.

- <u>ARAB PLANNING INSTITUTE</u>

- WRITERS UNION

  1. To view his latest publications in management science, please <u>click here</u>[1]

  2. To view his previous Training programs, please <u>click here</u>[2]

  3. To read his interview in the Australian Performance Indicators Annual Report, <u>please click here</u>[3]

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1   https://zaherabdo.com/?page_id=17
2   https://zaherabdo.com/?page_id=11
3   https://zaherabdo.com/?p=1993

إسهامات زاهر بن بشير العبدو في الفكر الإداري العالمي

Zaher Bin Basheer Al-Abdo Contributions In global management thought

Organizational Structure by Supremacy
Zaher B. Alabdo[PTST]

Founder & Honorary President of the Arab Management Organization
Innovative : MBI© Theory, Leadership_٦١© Approach and ISS© Strategy

This book is considered one of the topics I dealt in my book Institutional Supremacy Strategy ISS© in which I presented my innovative strategy ISS©, and the pillars of its implementation model ISM©, and the roadmap for its reform options CIO© and the radical RIO© with the aim of moving the organization from a state of excellence to a state of institutionalized supremacy CIS©, in order to achieve the interests of all the positive role holders PRH© to a higher degree than its peers in the local, regional or global environment.

This book answers you the following question:
How to structure your organization for Supremacy?