



Organise The Org

Real roles. Real thinking. Real-world structure.

What the tool does

Organise The Org is a hands-on simulation where students design the organisational structure of a business. They:

- Assign roles to a visual hierarchy
- Define responsibilities and reporting lines
- Justify their choices
- Receive instant, targeted feedback from an AI assessor

Students work with realistic business contexts and are assessed on how well they structure the business, delegate tasks, and explain their thinking.

How the tool works

Organisational Design Interface

- Students build a company hierarchy by dragging and dropping roles
- They assign responsibilities to each role and define lines of accountability
- A built-in reflection prompt captures students' reasoning behind structural decisions

Assessment System

The AI analyses student responses against three dimensions:

- Structure Score – Does the hierarchy make business sense?
- Accountability Score – Are responsibilities appropriately matched to roles?
- Thinking Score – How well does the student justify their design?

Feedback Mechanism

Students receive:

- A clear summary of their performance
- A breakdown of what worked and what didn't
- Specific suggestions to improve structure, delegation, and logic

Why it works this way

- Active learning – Students don't just describe structures—they build them
- Real application – Every scenario is grounded in realistic business needs
- Immediate feedback – Students can revise and improve without waiting for teacher marking
- Scaffolded decisions – The tool guides students through thinking like a manager, not just a student

What it teaches

Critical Thinking

- Matching roles to business needs
- Judging spans of control and accountability
- Justifying organisational decisions

Business Understanding

- Types of organisational structures (flat, tall, matrix)
- Functional areas and integration
- Strategic thinking around design choices

Management Practice

- Delegation and decision-making
- Chain of command and lines of communication
- Aligning structure with business goals

Qualification	Topic	Alignment
GCSE Business Studies	Theme 1: Business Activity	Hierarchies, job roles, responsibility allocation
A-Level Business	3.1: What is a Business	Organisational structure, spans of control, hierarchy
A-Level Business	3.3: Management Performance	Delegation, structure, accountability
A-Level Business	3.7: Strategic Direction	Structural change and implementation
A-Level Economics	Theme 4: Business Economics	Internal organisation, efficiency, principal-agent issues

What aligns it

- Visual hierarchy builder → maps to hierarchy, span of control, and chain of command
- Role-responsibility linking → mirrors real business task allocation and delegation models
- AI feedback → replicates assessment objectives (analysis, justification, evaluation)
- Scenarios → provide context for why structure matters in different businesses

What it supports

- Deeper understanding of how businesses are organised
- Stronger long-answer responses on structure, hierarchy, and efficiency
- Real-world thinking that connects abstract theory to practical design
- Student independence and confidence in decision-making

For teachers

This is great because it turns a dry topic into an active challenge. Students apply knowledge, not just recall it. The AI handles feedback, and the tool reinforces key ideas in roles, structures, and responsibility without extra marking or prep.

For careers leads

This is great because it shows students what real organisational thinking looks like—from managing a team to assigning tasks. It links directly to employability, leadership, and planning skills relevant to every sector.

For SLT

This is great because it delivers high-impact, low-maintenance learning. It builds strategic thinking, supports exam performance, and models cross-departmental integration. Easy to timetable, easy to track, built for consistency.

For headteachers

This is great because it offers measurable learning gains in an often underdeveloped area. It strengthens business literacy, supports progression, and shows clear links between classroom content and leadership thinking. Minimal staff training needed, maximum curriculum alignment.