

Team Structure and Sustainability

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FRC 5112 The Gongoliers



Who Are We?

Greg Gongoleski

- Pre-Engineering Teacher
25 Years
- 5112 Lead Mentor
11 Years
- Ballet Dad of three
strong willed teenage
girls
- Parent of 5112 members
and alumni
(2023, 2025, 2028)

Brad Leach

- WPI BS ME
- Sales Manager & Business
Development
- 5112 Lead Mentor 10
years
- Founding team member
- Ultimate Frisbee
enthusiast



What is team structure,
and why was creating one
important for our team?

The Gongoliers' Structure

- Four team departments
 - Each department has...
 - Student Director
 - Lead Positions
 - General Department Members

Team Presidents alongside Student Directors make up the Board of Directors (BoD)

Why Have a Team Structure?

- Organization
- Sustainability
- Empowerment



Organization

- Each position on the team has a set role
- Tasks can be assigned to people who are more experienced in their specific area
- General members can work with Lead Positions to learn as well

Sustainability

- Higher level positions have trained replacements
 - When a team member graduates, the structure allows for returning members to fill in their place
 - Ex. When a Director graduates on our team, there are several student Leads below them

Empowerment

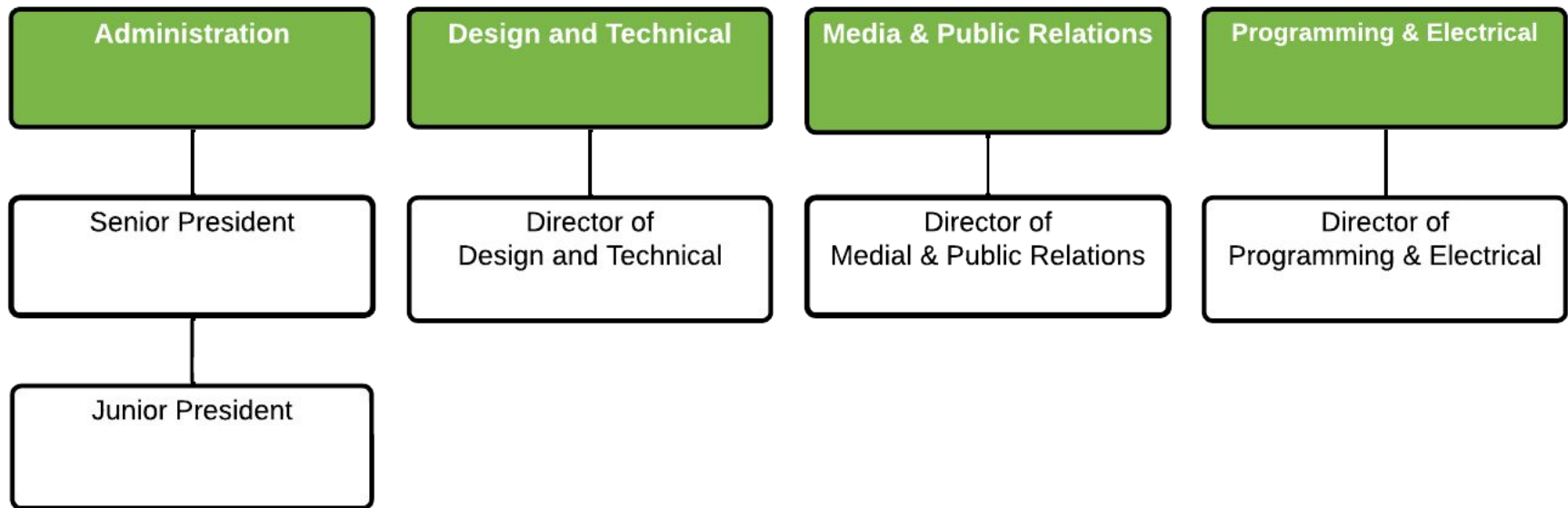
- Students get to learn about their preferred interest and it encourages them to be leaders to their peers
 - Ex. Brand Manager
- The structure builds confidence and life skills

The Gongoliers' Structure Explained

Board of Directors (BoD)

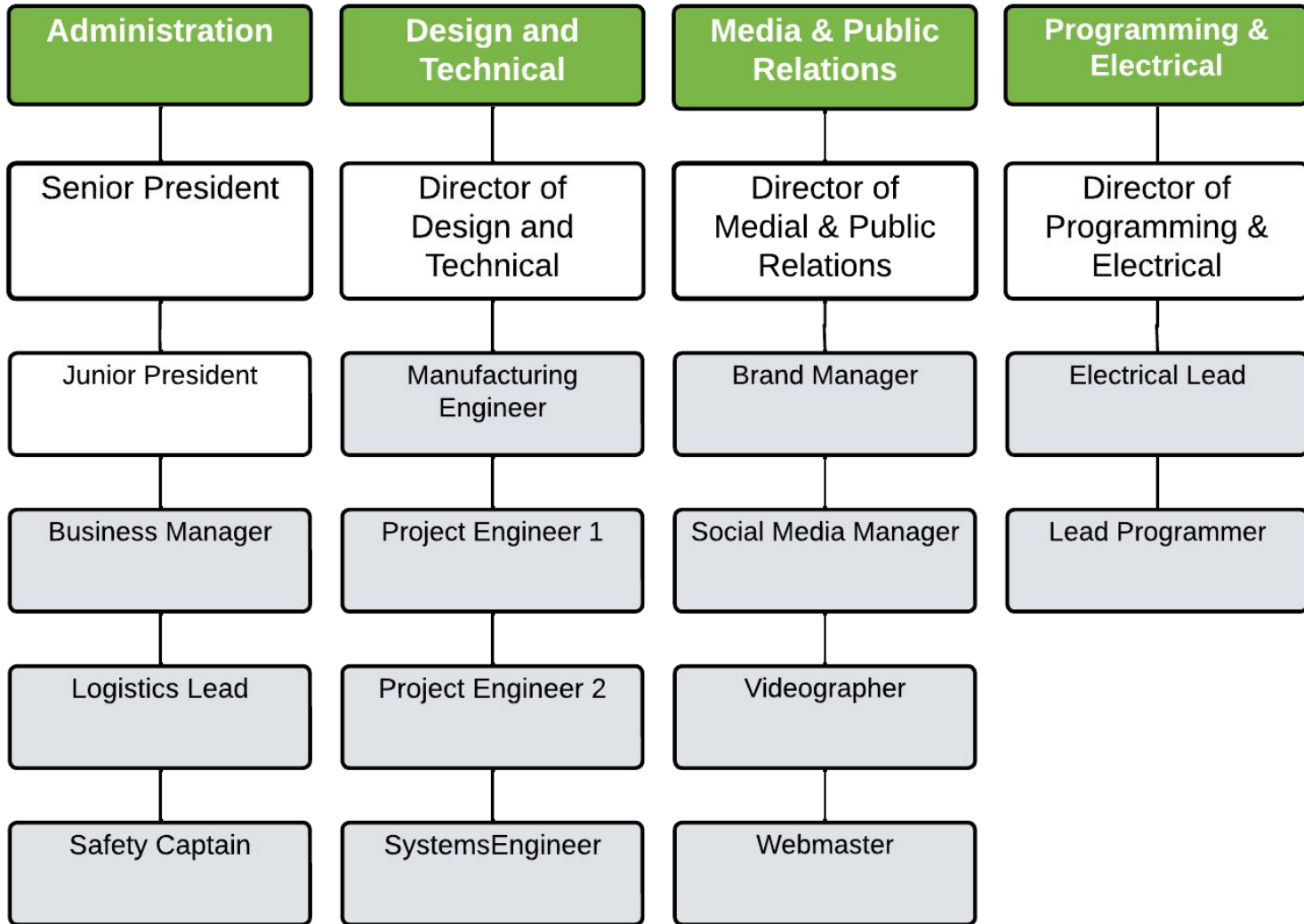
- Each Department has a student Director
- Each Director and the Junior and Senior President sit on the BoD
- The BoD makes all major decisions for the team
 - Exceptions are financial decisions or school policy matters

BoD Departments



Lead Positions

- Each department has different Lead Positions
- Lead Positions have a specific area of a department that they help guide
- General department members work with their Director/Leads and peers



Administration

BoD Positions

- Senior and Junior President

Lead Positions

- Business Manager
- Logistics Lead
- Safety Captain

Design and Technical

BoD Position

- Director of Design and Technical

Lead Positions

- Manufacturing Engineer
- Project Engineer 1
- Project Engineer 2
- Systems Engineer

Media and Public Relations

BoD Positions

- Director of Media and Public Relations

Lead Positions

- Brand Manager
- Social Media Manager
- Videographer
- Webmaster

Programming and Electrical

BoD Positions

- Director of Programming and Electrical

Lead Positions

- Electrical Lead
- Lead Programmer

Application Procedure

- Each team member has the opportunity to apply for Lead positions, Director positions, and Junior President
- Team members can apply for multiple positions
 - Ex. Director and Lead in the same department

Position Descriptions Example

Senior President

The Senior President is responsible for posting meeting agendas and contacting parents and sponsors. The Senior President is the chair of the Impact Committee and is responsible for being the team liaison with parents and school district faculty and staff.



Application Procedure

- Applications require more information for each level
 - All positions require an interview with team mentors
 - Junior President and directors require an essay
 - Junior President requires teacher recommendation

Interview Procedure

- An interview schedule based on mentor availability is posted so that team members can choose a time
- The panel will be three Lead Mentors
 - Department Lead Mentor
 - 2 Additional Mentors

Interview Procedure

- Mentors meet to make all decisions after all of the interviews conclude
- Feedback is provided to all of the team members that have interviewed
 - What worked well in the interview
 - What can be improved in the future

Key Team Documents

- Team Handbook
- Outreach Plan
- Business Plan
- Brand Book
- The Book of Gongolerium
- Safety Plan
- Sponsor Brochure
- Mentor Structure
- Skill Badges

Key Team Documents

www.thegongoliers.com

- > Team Information
- > Key Documents

Questions and Contact

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