Unit 08 - Organizational Systems

Content Area: **Computer Science**
Course(s):
Time Period: **Marking Period 2**
Length: **5-6 days**
Status: **Published**

Brief Summary of Unit

This unit examines how esports organizations use organizational structures, management systems, communication processes, and operational procedures to achieve their goals. Students will explore the roles and responsibilities of players, coaches, managers, technology staff, marketing personnel, event staff, and organizational leaders. They will analyze how departments work together, how information moves through an organization, and how effective systems support communication, decision-making, productivity, and accountability. By the end of the unit, students will apply their understanding by designing an organizational structure and operational plan for a fictional esports organization or event.

Revision Date: July 2026

Standards

Students will analyze the esports industry which connects to various cultures.

Information Literacy

This unit challenges students to locate, evaluate, and use information effectively. Information literacy includes, but is not limited to, digital, visual, media, textual, and technological literacy. Lessons may include the research process and how information is created and produced; critical thinking and using information resources; research methods, including the difference between primary and secondary sources; the difference between facts, points of view, and opinions, accessing peer-reviewed print and digital library resources; the economic, legal, social, and ethical issues surrounding the use of information.

New Jersey Diversity and Inclusion Law

In accordance with New Jersey’s Chapter 32 Diversity and Inclusion Law, this unit includes instructional materials that highlight and promote diversity, including:

economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and

sexual orientation, race and ethnicity, disabilities, and religious tolerance.

P.1	Act as a responsible and contributing community members and employee.
P.7	Plan education and career paths aligned to personal goals.
P.8	Use technology to enhance productivity increase collaboration and communicate effectively.
P.9	Work productively in teams while using cultural/global competence.
8.1.12.NI.3	Explain how the needs of users and the sensitivity of data determine the level of security implemented.
8.1.12.DA.5	Create data visualizations from large data sets to summarize, communicate, and support different interpretations of real-world phenomena.
8.2.12.ITH.1	Analyze a product to determine the impact that economic, political, social, and/or cultural factors have had on its design, including its design constraints.
8.2.12.ITH.3	Analyze the impact that globalization, social media, and access to open source technologies has had on innovation and on a society's economy, politics, and culture.
8.2.12.ETW.1	Evaluate ethical considerations regarding the sustainability of environmental resources that are used for the design, creation, and maintenance of a chosen product.
8.2.12.ETW.2	Synthesize and analyze data collected to monitor the effects of a technological product or system on the environment.
8.2.12.EC.2	Assess the positive and negative impacts of emerging technologies on developing countries and evaluate how individuals, non-profit organizations, and governments have responded.

Essential Questions

- How are esports organizations structured and managed?
- How can technology improve communication, collaboration, and organizational efficiency?
- How do departments and staff members work together to achieve organizational goals?
- How do organizational systems support effective communication and decision-making?
- What roles and responsibilities are necessary for an esports organization to operate successfully?
- Why are clearly defined processes important to the success of an esports organization or event?

Enduring Understandings

- Clearly defined processes improve consistency, accountability, and organizational performance.
- Effective organizational structures clearly define roles, responsibilities, and reporting relationships.
- Organizational structures must adapt to changes in size, goals, technology, and the competitive environment.
- Organizational systems help teams communicate, make decisions, manage resources, and complete tasks efficiently.

- Successful esports organizations depend on collaboration among individuals with technical, competitive, creative, financial, and management expertise.
- Technology supports communication, collaboration, scheduling, project management, and event operations.

Students Will Know

- Common operational processes used in esports, such as:, Player recruitment, Team communication, Practice scheduling, Tournament preparation, Equipment management, Event planning, and Incident reporting.
- Common organizational structures, including:, Hierarchical structures, Functional structures, Team-based structures, and Project-based structures.
- Common roles within an esports organization, including:, Owners and executives, General managers, Team managers, Players, Coaches and analysts, Technology and network staff, Marketing and social media staff, Finance and business personnel, Event and operations staff, Broadcast and production personnel.
- The difference between organizational roles, responsibilities, and processes.
- The importance of communication systems and reporting relationships.
- The purpose of organizational charts.
- The role of technology in organizational communication and collaboration.

Students Will Be Skilled At

- Assigning responsibilities based on organizational needs.
- Describing how organizational structures affect communication and decision-making.
- Designing an organizational structure for an esports team, organization, or event.
- Developing a workflow or process map for an esports operation.
- Identifying and explain the roles of major departments within an esports organization.
- Interpreting and creating an organizational chart.
- Justifying organizational decisions using evidence and logical reasoning.
- Using digital collaboration tools to organize tasks and manage projects.

Assessment

Assessments

- Formative: Daily assignments using examples from class notes
- Summative: Teacher-created assessments including but not limited to modifying and critiquing existing Esports Organizational Charts, an assessment on an existing Esports Operations Manual, developing Tournament Workflow Plans to be used in the capstone project
- Benchmark: Check for understanding benchmark assessments

- Alternative Assessments: Student-centered activities such as esports department simulations, various projects involving real world applications, and differentiated learning tasks

- Answer essential questions
- Class discussion of daily topic
- Classwork and homework that assess the essential questions
- Provide alternative means of assessments for certain students
- Teacher Observation
- Tests and quizzes that assess the essential questions
- Written assignments that assess the essential questions that involves providing explanations

Learning Plan

- Introduction to Organizational Systems (1 day)
    - What is an organization?
    - Organizational goals
    - Organizational structures
    - Roles and responsibilities
    - Systems and processes
    - Accountability

- Organizational Structures and Roles (1 day)

    - Hierarchical structures
    - Functional departments
    - Team-based structures
    - Organizational charts
    - Leadership and management roles
    - Reporting relationships

- Communication and Collaboration Systems (1 day)

    - Internal communication
    - Formal and informal communication
    - Meetings
    - Messaging platforms
    - Email
    - Shared documents
    - Project-management tools
    - Communication chains

- Organizational Processes and Workflows (1 day)

    - Standard operating procedures
    - Workflows
    - Task sequencing
    - Decision points
    - Deadlines

- Accountability
- Process improvement

- Organizational Problem-Solving and Project Development (1-2 days)
  - Students receive a fictional case study, such as:

    > An esports organization is preparing for a major tournament. The marketing team did not receive the event schedule, the technology staff was not informed about additional gaming stations, and the coaching staff scheduled practice during a required promotional event.

    Students work in groups to:

    - Identify the organizational problems.
    - Determine which roles were affected.
    - Explain the communication breakdown.
    - Recommend changes to the organizational structure or processes.
    - Prepare a plan/presentation

Materials

Core instructional materials: Core Book List

Supplemental materials: Garden State Esports resources

- District approved textbook and ancillary materials
- Teacher created activiites
- Teacher created notes

Suggested Strategies for Modifications

Possible accommodations/modification for Intro to Esports