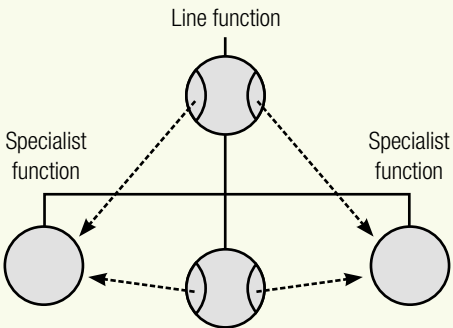


### *Phase 1*

With the introduction of specialist functions, activities once undertaken by line functions are allocated to the 'appropriate' specialist area



### *Phase 2*

Over time, the specialist functions develop their own 'independent' reporting structures

