

# **Organizational Design of the Roman Military and Its Influence**

## **Executive Summary**

One of the most oldest and successful organizations ever seen was the Roman military army. The Roman military played a significant role in Rome's rise to the top of the ancient world. The team was interested in understanding how the Romans effectively managed such as complex organization and what led to their success. Analyzing from an organizational design perspective, the team discovered that several factors, organizational structure, strategy and technology innovations were the most important reasons for the Roman Army's domination.

## **Approach and Scope**

The Roman Army's history were stretched over 1300 years and their structure and tactic changed substantially over the years. Therefore, to limit the scope, this report focused on analyzing the Roman Army near and after its peak from approximately 100 BC to 300 AD. In this report, the team first explored the organizational hierarchy of the Roman military and the arrangement of each of its fundamental units. In addition, we discussed the roles and responsibilities of the different types of soldiers and their commanding officers. The different military tactics and formations that the armies utilized in battle to gain an upper hand against their enemies was also investigated. Moreover, the Roman military introduced many engineering innovations such as pioneering complex road systems, building aqueducts for fresh water supply, developing war machines such as catapults etc. The team discussed how those inventions served as a blueprint for many modern engineering and social projects and how their influence continue to be felt to this day. Finally, the team conducted a direct comparison between the Roman military and modern US armies with regards to organizational hierarchy, military strategies and technological innovations to see how the Roman Army's management ideologies evolved into the modern military or whether they had become obsolete.

## **Findings and Impact**

The Roman Military was an extremely effective war machine characterized by strict discipline and professionalism. Its success was largely due to its extensive organizational structure which allowed even its fundamental units to be very flexible, helping it to adapt to changing external factors. In addition, the Romans were the first to employ strict training regimes which in turn gave rise to lifelong professional fighters and not merely citizens called upon in times of war like other ancient countries of that time. Moreover, the Romans had a willingness to adopt new techniques, strategies, and weapons and armor if they found it to be superior which helped them to stay ahead of their competition. Finally, the Roman army at their peak was extremely persistent. When facing defeat at the hands of superior opponents, the Romans would quickly regroup and come back with stronger numbers and eventually wear down their enemies. Moreover, at their pinnacle, the Roman army was a symbol of imperial rule and the inspiration for many latter armies. Even today, traces of Roman influences in organizational structure, strategies and engineering innovations can be found in the modern US army.