

*Ideal Organization — Pitch Deck*

# Corleone Family

as an Ideal Organization

Presented by:  
**Farid Ma'ruf**

*The Corleone Family*

## Origins, Operations & Evolution

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- Founded by Don Vito Corleone in New York, early 20th century.
- **Industry:** Organized crime — gambling, protection rackets, political influence, and later legitimate businesses (casinos, real estate).
- **Business Model:** Informal hierarchy + loyalty-based governance + diversified revenue streams.
- **Cultural Context:** Italian-American immigrant community, post-WWII.
- **Don Vito:** Family-driven, honor-based leadership.
- **Don Michael:** Strategic, centralized, legitimacy-oriented leadership.

## Structure and Roles

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### **Don Vito**

*Simple, relational structure*

- | Don (Boss)
- | Underboss
- | Consigliere
- | Caporegime (Capo)
- | Soldiers
- | Associates
- | Business Fronts

### **Don Michael**

*Functional, divisionalized structure*

- | CEO / Founder
- | COO
- | Legal Advisor / Executive Counsel
- | Department / Team Manager
- | Operational Staff
- | Freelancers / Contractors
- | Legal Entities / Subsidiaries

*Why the Corleone Family?*

## Organizational Strengths

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- **Clear Vision & Succession Strategy** — Vito focuses on family preservation; Michael pursues legitimacy.
- **Strong Culture** (Schein) — Loyalty, secrecy, hierarchy.
- **Adaptability** (Contingency Theory) — Adjusts to crisis, moves operations across states.
- **Leadership Models** — Vito: transformational (Weber's traditional & charismatic authority); Michael: transactional (rational-legal authority).
- **Decision-Making** (Herbert Simon's Bounded Rationality) — Realistic, fast, contextual.
- **Strategy** (Mintzberg) — Emergent strategy in action.

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*“It's not personal. It's strictly business.”*

## Limitations & Final Reflection

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- Built on fear, secrecy, and violence → not scalable in a moral society.
- Ethical dilemmas: trust eroded, family betrayed (e.g., Fredo).
- Loss of personal connections: Michael ends up alone.
- **Critical Theory:** power without accountability leads to decay.
- **Stakeholder Theory:** ignores broader social good.
- **Machiavellian Logic:** “The end justifies the means” / “It's better to be feared than loved, if one cannot be both.”

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*The Corleones succeed in strategy, but fail in significance.*

**Thank You**