

Hrm450-0704b-02  
organizational  
change - phase 2  
discussion board



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For a group to become a high performance team, it needs to set ethics in place first and then go about implementing the same at all stages of the assignment or the task at hand. For this to happen, each one of the group members should be accountable to the whole clan as well as be asked to come clear in front of everyone over an issue or matter. Team performance eventually rises if the whole group works as a coherent unit and does not stray from the set path of action. The charter for the whole group needs to be set in place before they think of start working together, as well.

The impact of demographic diversities in a group means that more efforts are needed to be put in place so that each of the group members knows what his or her duty is and whether this person is communicated about the roles that are asked of him or her, both in the short term as well as the long run. (Sanna & Parks, 1999) Moreover, demographic changes mean that the leader has to focus more on a particular set of people or at times, the ones who are not very easy going along with the whole group. Hard work and commitment thus form the key in this whole equation of getting the best out of even the ordinary of people in the group.

Leadership qualities are not inborn or inherent, they have to be developed with the passage of time and one needs to comprehend the fact that it requires strenuous exercise and a certain set of power that is needed by the man of courage, determination and dedication. Leadership qualities require that the leader gets the best out of the group members no matter how hard and trying the circumstances are. (Fink, 2002) The odds might be tough at times but it is the leader's tact and sheer discipline that can turn the tides in

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the favor of the group rather than the other side. However the role of a team leader cannot be denied its due place in the related context of things nonetheless. Similarly interpersonal skills like motivating the team members, following ethical guidelines, adhering to rules and procedures are just the right tonic for building a bridge between the various team members.

Thus it is also pertinent that the top management inculcates the subject of working in team rather than being loner in different projects so that the end result is a clear manifestation of the people with their respective whole hearted efforts and dedication levels exceeding what was expected of them in the first place. Teams create a sense of bonding between the employees and the top management thus the latter needs to understand its due role here and advise them as to how they should work as teams and bring about the best result possible. (Sachs, 2002) For this to happen, the firm must make sure the reservations of the teams be met beforehand and they are shown encouragement and given support whenever need be or at times when the need is not that much. The idea is to be proactive and taking the lead than being reactive, after a problem has occurred and the solution is being found.

In the end, one must realize that a group is better than an individual working in his own capacity. (Bonner, 1959) This group can bring forward much better results as compared to the individuals working alone. All said and done, it is the commitment level of the group that makes the notion of team dynamics such an easy and viable option in the whole ball game of working for the attainment of results in an effective and efficient manner.

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