

A plan for success assignment

[Philosophy](#)



A Plan for Success The purpose of this document is to develop a plan for maximizing performance of individuals selected for this cross-functional learning team. The goal of this plan is to increase the motivation and satisfaction during the completion of the assigned project. Based on the information gained from assessments, surveys and discussions regarding the team's attitudes, emotions, personalities and values, this is a drafted plan of action designed to increase the team's effectiveness.

Having a plan that accounts for influences on behavior will positively affect the productivity in completion of the assigned project in a business setting. Organizational Behavior is the field of study that seeks to examine and understand the impact individuals, groups and organizational structure has on the overall effectiveness of an organizations' performance. Applying the study of organizational behavior to our group explains how best to strategize for success in our assigned project.

By predicting what people do in an organization and how their behavior affects overall performance using a systematic approach, one is able to extrapolate how the group will perform. The goal of Organizational Behavior is to use the data gained to find ways to control and improve performance. For the purpose of this plan's life cycle, the author seeks demonstrate how specific differences in attitudes, emotions, personalities and values influence behavior that has a direct correlation on performance.

The objective of this plan is to leverage specific differences in attitudes, emotions, personalities and values discovered in the group collaboration to influence positive behaviors to complete assigned tasks. Drawing from

positive attributes among the group, the group intends to maximize its strengths to minimize limitations. Values The first stage of this plan is to build trust within the team by getting to know each member of the team, as individuals. Understanding the natural tendencies that influence behavior within the group will illustrate a clear picture of how to build relationships.

Knowing each member's value system will give the collective an understanding about how well the team can work together. The group understands that loyalty and ethical behavior are important values that influence behavior. Although, values do not directly impact behavior, they are the foundation for determining how to drive the team's satisfaction and motivation because they influence people's attitudes and perceptions. One's value is a personal approach to judging what one perceives as right, good or desirable.

Given that one's value system is stable and inflexible, the team must look beyond ability, experience and motivation to build cohesiveness. A deeper need to probe for one's value system is necessary to ensure that the team's overall value systems are compatible for attaining goals. Having values that conflict will detract from the stated end goals of the group so its important to find common values to bridge the gaps presented by personality conflicts. Personality The second stage of this plan is to appreciate the differences in personalities among the team for the purpose of predicting reactions of individuals within the group.

Personality is a concept that describes the growth and development of one's psychological system. Gaining this information will help to understand the

decision making process and leadership capabilities within the group because these abilities are driven by one's personality tendencies. The members within our group who have strong personality traits that are consistent with being conscientious, extraversion and emotionally stable will be highly motivated thereby, being the best suited for a leadership role within the group. The third stage of this plan is to understand and influence the overall attitudes within the group.

Attitudes are feelings that a person has about a given task as it relates to this assignment or the group. Attitude determines job satisfaction, which is one of the elements needed to increase productivity. Job satisfaction is a function that is influenced by the support of the group with the intent to empower the individual. Group members who are satisfied tend to have a higher commitment to the stated goals of the collective. This plan gives directive to be mindful of the warning signs for potential problems with attitude because poor attitudes within the group can influence all the behaviors within the group.

Key conditions that positively affect attitudes are to ensure that all members of the group are mentally stimulated and challenged. Find equitable rewards for tasks completed that are relevant to that individual by questioning individuals about what they feel is fair and reasonable. The team shall focus on providing supportive working conditions by being supportive coworkers. Motivation The final stage of this plan is to affect the overall motivation of the group to influence maximum performance. Motivation is the process that measures one's intensity, direction and persistence of effort toward attaining a goal.

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Breaking down the contents of motivation further to understand the scope of intensity to explain how hard one is trying to accomplish the task. Simply intensity alone does not get the job completed, therefore, one needs the direction of that intensity to focus on efforts that are consistent with the objectives of the team. Moods and emotions must not deter motivation.

Conclusion In summary, the purpose of this document is to develop a plan for maximizing performance of individuals selected for our cross-functional learning team.

The goal of this plan is to increase the motivation and satisfaction during the completion of the assigned project. Based on the information gained from assessments, surveys and discussions regarding the team's attitudes, emotions, personalities and values, this is a drafted plan of action meant to increase the team's effectiveness. The objective of this plan of action is to leverage specific differences in attitudes, emotions, personalities and values discovered in collaboration to influence positive behaviors within the completion of the assigned task.

Drawing from positive attributes among the group, the group intends to emphasize its strengths to minimize the overall limitations. References Mintzberg, H. , Lampel, J. , & Ghoshal, S. (2003). The strategy process: Concepts, contexts, cases (4th ed.). Upper Saddle River, NJ: Prentice Hall. Inc. Robins, S. P. , & Judge, T. A. (2007). Organizational Behavior (12th ed.). Upper Saddle River, NJ: Prentice Hall. Inc. Yukl, Gary. (2006). Leadership in Organizations (6th ed.). Upper Saddle River , NJ: Prentice Hall. Inc.