

Discussion: shared practice: detail and dynamic complexity part ii

[Business](#)



DISCUSSION: SHARED PRACTICE: DETAIL AND DYNAMIC COMPLEXITY PART II

Response to STEPHANIE LATTRELL Your post is very insightful but I feel that there are some different and expanded perspectives that I can offer to it.

Currently, the company seeks to diminish limit of growth without necessarily diverting stress within the company. As much as this may be workable to some extent, I believe that the alternative of seeking to expand opportunities of growth will do the company a lot of good than just diminishing limits of growth. I say this by posing the question, “ what happens after diminishing the limits of growth when there is no real growth?” This question is posed against the backdrop that the main factors that ensure growth within organizations are the growth variables, rather than the retardation variables (Senge, 2006). This is because even if there are retardation variables and there are more growth variables, the growth variables will outscore the retardations variables and there will be no decline (Olson, van Bever and Verry, 2008).

References

Olson, M. S., van Bever, D., & Verry, S. (2008). When growth stalls. *Harvard Business Review*, 86(3), 50-61.

Senge, P. M. (2006). *The fifth discipline: The art & practice of the learning organization*. New York, NY: Doubleday.

Responses to REGGIE COLE

There are detailed explanations you have given to detail complexity and dynamic complexity, of which I seek to offer examples that further illuminates complexity. With detail complexity an example can be cited with such a task that makes us take actions in straight paths such as the need to

recruit people to fill particular vacancies. Because we are aware of the vacant positions, we always look straight to the people with the needed competence. With dynamic complexity however, a typical example is a reshuffle of strategic options within the organization, which requires more than one activity or task. This is because while applying detail complexity, management is concerned with specific goals that have straight forward solutions (Meadows, 2008). With dynamic complexity however, the overview is on using more than one task to achieve an identified goal (Olson, van Bever and Verry, 2008). The lesson to managers is therefore to critically know the nature of their problems before applying any of detail complexity or dynamic complexity.

References

- Meadows, D. H. (2008). *Thinking in systems: A primer*. White River Junction, VT: Chelsea Green.
- Olson, M. S., van Bever, D., & Verry, S. (2008). When growth stalls. *Harvard Business Review*, 86(3), 50-61.