Managing organizational change essay samples

Technology, Development

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Part 1

Guidelines for working together

Goals

Groups are an important aspect of life. They help create a known environment where people can interact and share a lot many conversations which add meaning to their lives. Socialization is an important part of human life and this can be achieved successfully in groups. Many goals can be effectively achieved through forming teams. The goals of this team are to be able to identify resistance to change and potential problems in completion of a project.

Things to be addressed and Process or technique

The main things to be addressed include managing resistance to change. The organization, can deal with these concerns by telling the manager that there was discrimination being done and employees above a particular age

and with seniority were being deliberately retrenched so that it became difficult for the managers to be able to continue with voluntary redundancy (Pearce & Robinson, 2005).

Community-building meeting to identify resistance to change

Resistance to change can hinder the implementation of change in the organization. It becomes important that the change management process is inclusive of effective communication so that resistance to change can be minimized (Robbins, 2010). In this way resistance to chance can be managed and it becomes possible to implement change in the organization.

Potential problems

The potential problems include conflicts. Learning organizations aim at channelizing individual and team ideas and knowledge throughout the organization through information sharing and knowledge dissemination, causing innovation and forming change in the processes itself (Johnson & Scholes, 2008).

Part 2-1

Creating teams

- Intact work teams

A work team is formed with the aim of completion of a particular work. The main advantage of this type of teams is that people or team members are availed with opportunities to work with different people which enriches their learning. The major disadvantage is that it becomes difficult to create effective group synchronization and co ordination in the long run.

- Cross functional teams that represent specific levels

Cross functional teams that represent specific levels are very useful to the organization as managers or executives from different departments including marketing, finance and HR come together. The main advantage is that they enable groups or teams to understand the business as a whole. The biggest disadvantage is that there is always a lot of scope for conflict.

- Cross functional teams that contain all levels

Cross functional teams that contain all levels are teams where in managers from all levels do come together for decision making and operations as well as implementation. This is extremely useful as they can use a holistic approach. The biggest disadvantage is conflict of power.

Part 2-2

Ice breaker

The ice breaker activity that is to be used is a technique of ensuring that team members are comfortable. A group meeting where in a mock contract or oath and vows are formed by each individual would form the ice breaker game. There are several rules that could be discussed when establishing a group contract. This includes individual responsibilities and rights along with group responsibilities and rights. Moreover it also includes rules regarding mutual interests, co operation, respect for each other, no secrecy and no politics as well as standing for the interest of the group. Moreover there can also be rules regarding the holding of group meetings and group activities. So, based on this concept, it is possible to bring in a ice breaker activity. The workers are to establish a relationship in this group on a formal as well as personal level. This is essential for them to achieve a sense of social

belonging along with satisfaction about the work they perform. This can be useful for several purposes as it is beneficial in the form of work as well as family at work. Several people develop insecurities due to loneliness and this can be eliminated by working in groups like these.

References

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Pearce, J. & Robinson, R., (2005). Strategic management: Formulation, implementation and Control (9th Edition). New York: The McGraw-Hill Companies

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