

Designing interventions

Business, Management



DESIGNING INTERVENTIONS This report looked at ways of salvaging the organization from its present crisis. This was done by taking the management through certain strategic inventions and approaches. It was for instance identified that the best organizational development process skills that needs to be implemented by the executives of the organization should include among other things, problem identification, planning, situational assessment, action planning, implementation of plan, data collection, analysis of results and finally feedback on intervention. It was also realized that the entire interventional approach should be divided into two broad strategies, which are short-term and long-term strategies. Short term strategies should be dependent on management in its implementation whereas long term strategies should be dependant on external experts for implementation. Finally, it was realized that the intervention might in the short while bring some hardship on the economic fortunes of the company but in the long term there shall be productive benefits to be enjoyed by the company.

1. 0 Application of the best Organizational Development Process Skills by Executives

The search for development in the midst of problems and challenges such as the one described faced by the organization is a whole system that demands carefully delivered models and processes to overturn. It is in this direction that the application of organizational development process skills by the executives of the organization becomes very necessary. As noted by the Office of State Personnel, North Carolina (2008), “ the organizational development process is based on the action research model which begins

with an identified problem or need for change.” This means a variety of skills that includes, assessment, planning, implementing the intervention, gathering data to evaluate the intervention, and determining if satisfactory progress has been made or if there is need for further intervention must all be used (Office of State Personnel, North Carolina, 2008). In brief, the executives of the organization must be on a search for a suitable intervention that addresses all aspects of the identified problem without leaving marginalized implications to the organization. The various stages and skills that need to be exhibited in this quest have been illustrated below.

Source: Office of State Personnel, North Carolina, 2008

2. 0 Application of Change Strategies within the Short-term and Long-term

The intervention, or otherwise referred to as change strategy to be developed through the stages and skills discussed above need to be executed through short-term and long-term approaches. These long term and short term approaches can be summed up in two major forms of change strategies namely directive strategies and expert strategies. Directive strategy is a short term change strategy that makes direct use of management and leadership of the organization. 3T Productions (2004) notes that directive strategy “ highlights the managers right to manage change and the use of authority to impose change with little or no involvement of other people” (Lokitt, 2004). Under expert strategies, the management of the organization depends pretty much on external expert advice. This particular approach is recommended for long term purposes after the company exhausts all its internal protocols through the directive strategies.

3. 0 Evaluation of Impacts of the Resources

From an evaluative perspective, it can be seen that the move to identify and implement an intervention would present mixed impacts on the organization. It is however soothing to know that the eventual impact would be a positive one. This is so said considering the fact that at the initial stages, the company is likely to incur further cost to its already dwindling economic state. Such cost would come as a result of application of various interventional strategies and approaches. For instance there might be the need for reequipping the staff through training models. There might also be strategies such as instituting new forms of rewards to motivate workers. If the need be, there must be further cuts in the interactive times at the workplace to reduce stress. All these are going to affect the budget of the organization at the initial stages but the long term impact would be that productivity will be boosted.

REFERENCE LIST

3T Productions (2004). Change Strategy and Approaches. JISC Info Net. Retrieved April 5, 2012 from <http://www.jiscinfonet.ac.uk/infokits/change-management/change-strategy-and-approaches>

Office of State Personnel, North Carolina (2008). The Organization Development Process. The HR People. Retrieved April 5, 2012 from <http://hrpeople.monster.com/training/articles/142-the-organization-development-process>