Essay on organizational field experience reflection paper

- Competency Development

The organizational field project was quite expedient in developing my professional and personal competencies to manage organizational culture, drive organizational management, and leadership management.

I worked in The Columbia Public Works an organization that deals with color separation using nonhazardous methods. I had to use my skills in chromatography to guarantee that no color separation processes infringe the culture of the organization. Moreover, my technical experience and overall understanding of organizational culture improved through constant exchanges with the preceptor and employees. This competency helped me endure the field project.

An essential competency developed in the project was leadership management and/or leadership skills. I was entrusted with the obligation of overseeing chromatograph processes and provide the technical knowledge and academic-based part, as well as physical assistance. I was able to execute meritoriously remits from the Public Works Department of Columbia.

The field was an extravagant opportunity for the development of managerial tactics. Remarkably, I was expected to manage my group and deliver outcomes to the top managers. Additionally, the resources provided to me were outstandingly tantalizing and stimulating, and I had to learn how to effectually manage them and ensure the success of the project.

- Analysis of the Organization

The Columbia Public Works was well systematized, with coherent visions, missions, and objectives. The organization performs excellently and meets

the society's expectations. It has a team of abled and experienced leaders and the supervision of a well- informed, experienced and talented CEO. Constant promotions and appraisals boost the employees' morale and consequently, their productivity upsurges. Apparently, the exclusive performance of the organization is due to the value it attaches to employees. Servant leadership and team spirit are highly exhilarated.

However, the organization needs to improve its communication strategies and empower the lower level employees to engage in whistleblowing. The communication systems need to be upgraded and effective technology used in the operations of the organization as this will boost productivity, competence and make project management more practical. My skills and knowledge were not only utilized by the organization, but I also gained more from the employees of the organization. Often, I would chip in my little knowledge in project management that helped unshackle the organization from seeming overwhelming effects of certain projects.

- General Reflection

It was an inordinate opportunity for me to put the theoretical knowledge and skills gained from the classroom environment into practice. Knowledge from classroom was applied in the real world setting. As it was exposed, project management is more demanding and practical than students think. It calls for devotion, hard work, and smartness in executing the various duties relating to it. It also broadened my classroom experience and overall view of the workplace environment.

I developed improved communication and interpersonal skills through regular interactions and taking directions from employees and supervisor. I

was also exposed to the workplace crescendos, ethics, and learned how to effectively and productively work in teams. It also assisted me to redefine and clarify my career option after gaining an insight of what the profession demands and the accumulating benefit.

Ostensibly, I comprehended that the employee behavior is important for their success at the workplace. Employees must abide by the professional ethics while suppressing personal goals and/or interests not aligned to the organization's goals and objectives. Aptness and carefulness were important aspects that were sturdily accentuated by the organization, an influence that made me learn how to meet deadlines and circumvent errors. The sagacity of being socially responsible also developed and further leant the importance/advantages of corporate social responsibility (CSR) to an organization and the general society.