

Organizing genius



Still it would be a mistake to believe that every employee should stay at the organisation especially if they feel the stress a work life imbalance could create. Therefore it is important for team leaders to discover reasons behind an employee leaving. Research discovers for a fact that valuable employees are leaving because they felt under valued (Kreisman 2002, p. 23) and that the company is not flexible to changing needs.

With this in mind, Kreisman (2002) suggests an organisation must focus its energies upon those employees who display desire for retention. These are employees who show improvements and a desire for growth and learning opportunities. Unfortunately, much of this foundation for discovering retained employees is found in performance evaluation data after the fact (Gray 2007). This meant for an organisation to continue, leaders must actively participate in open communication of team objectives and also perform the reviews, see Figure 3. in the Appendices section at the end of the paper. One factor this paper has had to keep in mind is the main reason work life balance is so much at the forefront as a needed benefit but also as a key to performance success is due to change as an element within the organisational culture.

Change is a fact of life; it is what makes life exciting. Part of the success of an organisation hinges on its ability to embrace change as a value and look to change as a catalyst for open communication and growth. The practice of innovation also begins with embracing or adopting the unexpected. Change and its impact upon personality positioning starts a cycle of direct relationships where one cannot survive without the other, especially within the modern business world where change occurs at the speed of light.

Peter Drucker describes, “ unexpected successes and failures are such productive sources of innovation opportunities because most business dismiss them, disregard them, and even resent them” (1998, p. 149) and this type of behaviour represents people’s resistance to change but at the same time creates recognition of new opportunities within the market. This paper explored the subject of work life balance within the organisational culture. When researching the subject of work life balance, many other elements of organisational behaviour arose. Use of work life balance as an approach to maximising employee production and profit for the company involved exploring other factors found in the workplace. At this time, it is difficult to see how work life balance influences performance, as this remains a new issue in literature but also affects so many other elements of teamwork.

One conclusion is that it is an important benefit to keeping employees motivated, satisfied and retained on the job. More study is needed to see the far-reaching effects of such practice but it was seen as an important factor for leaders to use as a tool in teambuilding and employee retention. With this in mind, it was thought work life balance would have a difficult time existing if these factors were not present within an organisation. References Allport, G.

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