Career goals and social change

Psychology

Organizational Consulting [Coarse Organizational Consulting This paper reflects on the changes that I would impose on the organization as a consulting professional, which would also be capable of executing the prominent social change in the society.

There is no doubt that Organizational development act as a vital constituent in terms of progression and advancement to attain long term benefits and for that purpose there is a need of effective consulting professional which is assumed as a building block of the organizational development (Gallos, 2006).

As the adoption of the career, I would look forward to becoming an HR consultant. Because, it provides an array of career opportunities, and my personal choice of career is to become a development and training specialist in order to encourage the organizational and social change in the society. As being a consultant, I would introduce and encourage the implementation of a multi-cultural environment in the organization.

My perspective behind the idea is that, its implementation would allow the diverse cultural involvement in the organization in the form of employees and volunteers. It would particularly encourage the elimination of the inequalities in terms of race, gender identity, ethnicity, nationality, economic class, religion and all the other sources of discrimination. As being a consultant, I would be more focused in creating a work ethic in the employees to enhance the good sense of team work to meet the goal by delivering quality work.

The cultural diversity within the organization would enable the organization with the new approaches to the same old practices and problem bring by the people of diverse culture. Because, the people who belong to various culture

have their unique perspective and cultural experiences to deal with the certain situations which would possibly broaden the viewpoint of the organization in order to attain a better outcome.

Another key reason behind the implementation of the idea is that, it would provide a broader coverage to the organization in the global market, and it would also minimize the cultural barriers along with better communication opportunities with the consumer.

Multi- cultural environment would also be able to bring a major change in the society, due to which people would have more cultural awareness, and they would also treat others fairly. People would have better understanding to the norms and beliefs of other which would help them to flourish and attain a better future. Collectively, multi- cultural environment provide the organization and the society with the better opportunities and long term benefits, and it would also assess them in being a good human being.

Reference

Gallos, J. V. (2006). Organization Development: An Instructors Guide for Effective Teaching. Retrieved 2014, from http://jtelen. free. fr/0MARINE %20bouquins/%5BEdgar_H. _Schein, _Joan_V. _Gallos %5D_Organization_Dev(Bookos. org). pdf