Organization movie review examples

Part I Clip 1

1. The primary focus of the clip is the organization, where Carter works. However, it also looks at a bigger picture with the consideration of organizational stakeholders, such as its employees, business partners, who were influenced by the political issues around the company, etc.

2. Carter's understanding of the relationships within the organization and in particular towards employees is extremely pragmatic. The need to cut costs by firing people has been evaluated by him only from the financial prospective, while the ethical aspect of the issue does not seem to concern Carter. This attitude, however, does not fit into the profile of a leader. The future of any organization depends on the employees, who are its main assets. Firing people could reduce costs, but it will also create the feeling of insecurity among people, decrease commitment, and force people to look for other job opportunities.

3. Carter should have understood the dangers associated with the current company situation in a better way. His main obligation was not only to get the company out of the crisis, but also to preserve the strong employee motivation and commitment. These features are important during crisis situations, therefore as a good leader Carter should have tried to protect the people, who were going to be fired and to defend the interests of the employees.

Part II clip 2

1. The concept of a Learning Organization implies continuous improvement and growth by the entity in general and the individuals within it in particular.

However, Carters highly authoritative leadership style leaves little room for discussion or teamwork. Since people have little chance to express their ideas or wishes, the learning within the company is driven by Carter's opinions, thus limiting organizational learning and development.

2. Unfortunately, Carter is not harnessing the collective intellect within the organization. In order to leverage employee talents, Carter should stop monopolizing the decision-making in the company and try to empower people to perform the assigned tasks.