Organization development and change (week 5)

Diagnosing Organizations al affiliation Diagnosing Organizations Introduction Diagnosing organization is the ability of solving a problem in an organization by the people who are involved in it and they understand what is happening in the organization. The team is lead by the manager who is the owner of the organization and assisted by his workers to save the unstable position of the organization. The process normally realizes the constraints in the problem and solves it by applying the required right methods. The methods are normally followed by the right procedures that handle the hard part of the organization. In the problem solving, the correct model is applied by researching and finding the right determinants by analyzing the major problem in the diagnosis process. The right variables needed must be identified in order to develop the right model. Problems in the organization will be analyzed by the model and be solved. All this is done by analyzing and collecting all the information and the definitions required.

Six Box Model

This is a model that is very effective in diagnosing an organization by applying its strategic steps. The steps are,

Identifying the strategy needed in solving the problems of the organization.

Knowing the structure that will be used.

Identifying the rewards.

The mechanisms needed in the diagnosis.

The relationship within the organization.

The kind of leadership provided by the owner.

Within the model there exists an environment that is outside which develops question that will be solved in the steps of the model. The model has specific criteria when solving the questions of the organization. It begins solving the

untracked part first by identifying the required customer requirements. The inputs that are received from the external environment can be capital; labor, knowledge and machinery. The output of the model is the results of the organization including products and services offered by the organization.

References

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