

Many outdated,
management and
leadership need to



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Many organizations face the same question every year: What changes need to be made to improve the workplace? The organization that I have been a part of that needs improvements would be the United States Air Force. There are three main issues I have seen in this organization that I would like to change. Technology is not functional for day to day operations because of being outdated, management and leadership need to focus more on commanding so employees will know what to do when given good orders and beating communication breakdowns. Every Airman needs to understand why their organization is moving in a certain direction. When change is announced, people will have concerns. It is up to your management to make sure that everyone understands why the change is happening and what the benefits are. The key to that is clear communication.

The Air Force has misleading information that I have experienced when it comes to communication. AFIs tend to be bendable when it comes to dress and appearance because of communication or lack thereof. As a female I had a shorter non-fad hairstyle per AFI36-2903. My leadership had considered it to be a fad hairstyle per their interpretation of the regulation. I was then asked to change my hairstyle even though I was within the limits of the regulations for hair.

In the meantime, there were other females with the same haircut that did not have to change. This example shows lack of communication as an entire Air Force. The CSAF has found difficulty in getting information from his level to wing commanders and, in turn, to other supervisors and airman in general.

As a result, too few senior leaders and supervisors receive accurate information from the CSAF and Air staff. For being such a large entity, the Air Force needs to improve on four essential characteristics of communication; clarity, reach, speed, and impact. Effective communication must link words with actions and at the same time, it must be clear and transparent. (Berry, Dunwoody, Lewis, & Winston, 2016) General Welsh came apparent to this communication problem and presently there is no overall USAF communication strategy “Connecting the dots” of internal and external communication with the decisions and actions of the Air Force.

(Berry, Dunwoody, Lewis, & Winston, 2016) The Air Force uses several slogans to define the Air Force's purposes, including “Aim high”; “World's greatest Air Force: Powered by Airman, Flued by Innovation” However there is not a single core message that permeates and connects its communication. There is no consistent set of priorities from leadership or management to beating communications breakdowns between everyone. Everyone needs to be on the same page.

Communicating is also something managers and leaders must adapt. The art of leadership is vital to the military. The organization must recognize that it needs to develop future leaders that have skill sets that are much expanded.

Supporting employees is important. Merely ordering people to do things because “I said so” may work in the short run but in the long run this approach will fail. (Matthews, 2014) I have personally heard that before. I was an alternate record custodian for my supervisor. I went to the week-long class

to be qualified. As I am reorganizing and getting rid of papers that no longer needed to be kept my supervisor kept insisting that I did not shred them.

In my class that I took in 2013, I learned that after seven years the paper is no longer needed. My supervisor kept insisting that I keep old files because he told me so. Managers and supervisors need to be there to empower employees and support employees. Truly lead by example. Sometimes we believe that means running the fastest in PT or having a sharp looking uniform. While those things help, it meant more to me when I saw my leadership lead by doing the mission better than I thought was possible given their responsibilities as my leadership. Their type of commanding influenced me to be better.

Management operates through various functions. The organizing function creates the pattern of relationships among workers and makes optimal use of resources to enable the accomplishment of business plans, objectives and goals. (Creating Strategy: Common Approaches, n. d.) For my final change, I would change the technology that I had to use on a day to day basis. The very first thing I would change is a better email system. Microsoft outlook takes way too long to load.

Using outdated technology makes me waste my time. Another factor that I have seen is the storage space in outlook is small. There have been a few times on deployments that I spent hours decluttering my email to make sure I am reachable.

The email process for the Air Force is slow and sometimes too consuming. It took almost two years just to get windows ten on my work computer, <https://assignbuster.com/many-outdated-management-and-leadership-need-to/>

when windows ten was released July 2015. Updates like this can effectively help the Air Force community. The Air Force needs to assess the organizations technological needs. It needs to be identified by the different agencies that the Air Force has, and then address the issues at hand.

Then once the technical requirements are defined, they then need to determine applicable technologies for the different organizations. That can lead to the potential scouting of what other bases have in plan to use as well in the future to help Airman succeed. Scouting involves isolating and applying new technologies to its current models. Frequent targets of organizational change can be implemented to change an organization's mission, strategy, structure, technology or culture. Culture change allows the Air Force to focus on making improvements, refocus the objectives, or achieve specific goals and results. Communication, a structure in leadership and technology changes will make improvements to the overall operation. These changes are important.

The military, given its importance to this nation, must be the forebear in developing better ways to address these issues.