Acheive and maintain excellence essay

Business

Excellence is based on individual performance. When an individual has accomplished a goal and experienced success, that person has reached excellence. In human services excellence is more than a purpose. It comes with many functions to make an organization effective and successful.

A human service worker must not only be capable to plan, design, develop human resources, budget, supervise, and evaluate; he/she must be able to direct the social, cultural and political extent of the position. It also consists of being knowledgeable to the beliefs, values, customs, client system and traditions of the organization and its surroundings. Managing the Environment In the human services field needs assessments, asset mapping, community collaboration, and marketing and public relations strategies will assist the agency in coping with the environment. As a human service provider I am well capable to monitor trends from the changes that occur over time. However the changes will make it difficult to manage at some point depending of how often the changes are occurring and the support that will be provided.

I can handle change and making transitions however, it will be difficult dealing with the change and setting a timeframe. Planning and Program Design Human service workers must have the skills and knowledge in planning process, assessment, and determination. They must be able to help the organization reach goals and work with the organization in completing their mission and purpose. This process is important to the client and the organization.

As a human service worker it comes easy to plan and strive to reach goals and help the client meet their needs at the same time. It is important for the mission to be satisfied therefore being a good team player and being well prepared and organized come hand in hand with being able to plan and design programs that will allow the agency to provide services for the population served as well as meet the client's needs and demonstrate that the program is effective. This element is important and manageable to me personally.

I am about planning and keeping a structure, therefore this function will not be complex for me at all. Maybe it will take a lot of thinking and time to complete and actually start the program or service however it will be done. Organizational design This step incorporates the ability to structure and represent charts as well as demonstrate the process of decision-making and communication. This function makes the agency easier to run and shows a well-designed system to provide organization and structure of how the agency works and manages the tasks that are delivered within the facility. Organization is important in order for the program to run smoothly and have definite plans and positive outcomes of the proposed ideas to help the team work as one aiming for the same purpose of assisting and meeting needs for the client. Organization is critical in the human services field and I it something I can work with. Having structure and well thought out plans is a key for effectiveness in the facility. It is an easier way to keep track of information and have order set within the agency.

It also helps in making the workplace more comfortable and keeps work going at a better pace. Human resources Development Highly trained and

experienced individuals are considered for certain jobs especially in the human services field. New staff are trained and oriented with the manner in which the agency works and what is expected from them. Staff must be properly trained and advised on laws and regulations that pertain to their job and the workplace as well as for the client. Also hiring the appropriate individual in the position will make the work less stressful having someone experienced and capable of taking the workload will be a benefit to the agency having the right person in charge of a particular area and easing the load on others Also teamwork and well designed team will help the agency be more effective and productive.

I like working with people that are team players and helpful. It is essential for an organization to take well-rounded people in to work. There is people that have degrees and education however that doesn't make them better. People that have passion for what they are doing in regards to the human service field are important. People in this field have to be willing to help and offer there all in order to make the place work and give client's the help and guidance they need. Supervision An effective supervision relationship initiates with the use of appropriate models and motivation.

I would not want to take on a supervisor position. It is too much work and it will build too much stress. All workplaces cause burnout and may be difficult sometimes however supervising other is difficult for me. I believe I can be a good manager or supervisor but people would probably end up disliking me because I like to work and I expect things to be done. Also I can be a perfectionist and that can become a problem therefore I rather skip a supervision position.

Financial Management Budgeting and setting numbers for an organization is vital. Finances are important to collect and keep documented. An organization must know where the money is going and how much.

I don't work well with numbers. I am capable of doing the organization part of managing money but I would not want to be responsible for spending it. Having an organized agenda with the program budget and what is being done with the money helps the agency know where they may need money and what areas need to be bettered. Information Systems Information systems help keep client information secure and up to date.

It is relevant to keep client files in a system to make it less complex to retrieve necessary information for client when needed. Also to make sure that that file is completed and if in so case an audit comes along the required information is documented. Information systems are also important because they help keep track of the services that client is receiving and the progress of the client's treatment. It also demonstrates whether the services provided are producing a positive outcome and if the program is impacting the client's life and behavior in any way. Program Evaluation The purpose of an evaluation appears to assess the content of the program and to observe the interventions the organization provides.

Also to see the efficiency and accuracy of the programs provided. They may also want to see that the client's are receiving the care they need and that the staff is following state guidelines and using funds accordingly. Also they may want to have a sense of the population they are serving and who is affected by the services that this agency provides. It is important to have

purpose and scope in designing an evaluation because the organization must be able to demonstrate data that the staff can use to adjust behavior modify programs or plan new activities as stated in the agencies goals and objectives Leadership and Organizational ChangeLeaders must be capable of achieving goals and keeping the organization running. They must be able to help the staff adapt to changes and present the necessary help and training the, to make the workplace easy to work and client workload manageable. Having organization changes updated and well thought out will help the staff meet client needs and organization goals and purposes in practice.

Leadership is manageable for me however it means taking on a huge responsibility and helping staff in the workplace oriented and trained in order to get work done and success rates above. Personal Mastery One of the most important accomplishments that an individual can make in their pursuit for personal growth is that there is no method that defines the path to personal success. We all have different goals and priorities, which mean that different activities and attitudes will make us feel good about ourselves. We also have different inborn strengths and weaknesses that are a part of our natural personality type. Then how is it that individuals can feel successful in their lives? Each character type has a different idea of what it means to be successful. Self-knowledge is one common goal that will help society achieve personal success. Many people are hung up on somebody else's idea of what it means to be successful, and they are unaware of what is truly important to them and it is normal. We all have important role-models and people that influence our lives who may have basic values that are quite different from our own.

Realizing what is truly important to us is a major step towards achieving personal success. Personally I want to have a better life and be able to provide for my family as well as give back to my community. In order to accomplish my goals I have to be sure of what I want and how I will realize them. I will continue to further my education in order to make a good living. Currently I am almost finished with my Bachelors degree in Science in Human Services and I will continue on to receive my Master's degree in Social work. Continuing my education will expand my knowledge and give me a better understanding of ways that I can help within the human services field and also help me become a better and educated individual.

I will gain knowledge to be able to assists the clients and develop my skills to give them the help that they are looking for. As a human service worker I will have to become knowledgeable of the organization's foals and objectives as well as the client's needs in order for my work to be effective and for the organization to demonstrated efficiency and furthering my education and getting trained in the area will allow be to provide each client with the necessary help. Mental ModelsPeter Senge articulates that mental models consist of beliefs, ideas, images, and oral descriptions that we consciously or unconsciously form from our experiences and which (when formed) direct our thoughts and actions within restricted means. These representations of supposed reality explain cause and effect to us, and lead us to expect certain results, give meaning to events, and influence us to behave in certain ways. Although mental models provide internal stability in a world of continuous change, they also blind us to facts and ideas that challenge or defy our deeply held beliefs. In the human services field I believe that if an

organization wants to develop a capacity to work with mental models then it will be necessary for the worker to learn new skills and develop new orientations. Also the organization will need to teach and practice institutional changes that foster such change.

Leading the organization in the appropriate direction will involve working to exceed the types of internal politics and game-playing that control traditional organizations, or simply fostering openness. It also involves seeking to distribute business responsibly far more widely while retaining coordination and control. Shared Vision A shared vision is not only a list of goals, as Mr. Senge believes. It is something that inspires people and gets them to pull together for cooperative action as a team. People really get eager by what their group is trying to accomplish.

They pull together to accomplish something valuable. People can see a personal role in bringing the vision to life. This is the " shared" aspect of a shared vision.

As a human service provider's shared vision is evident when people are inspired by the purpose of the group or organization. They must have passion and must feel the need to accomplish goals and objectives that the organization has set for the population they serve. Also the individual must feel that their values and ideas are incorporated into what the organization is trying to achieve. They must be on the same page and share the vision that has been established. They must be capable to easily communicate the mission and direction of the organization and recognize that both individual and organizational needs are being addressed.

Also they must demonstrate how their day-to-day activities support the overall goals of the organization, making evident that the organization is impacting the client's lives and making a positive change. Team Learning and Systems Thinking Team Learning focuses on providing solutions to problems by developing an open approach to questioning. Peter Senge states that such learning is viewed as ' the process of aligning and developing the capacities of a team to create the results its members truly desire.

The world is changing at such a pace that the solutions to problems are not found. They are found by team members themselves, who, through the process of Team Learning, identify the key questions to be addressed. They then seek to use their resources to find the answers, often through trial and error.

The idea of Team Learning can be broken down into four key components: questioning, valuing diversity, communicating and learning review. Working in groups and finding solutions to problems in the human service field is essential. We must work together in order to help client's meet their needs and for us as providers to reach or agency's goals and objectives. We must communicate and issues that may arise and attempt to find a solution rather that bypassing it and allowing that issue to become a barrier and build conflict that will interfere in the efficiency of one's work and the client's situation. Conclusion Being a human service worker requires passion and desire to work and help others. Maintaining a comfortable and organized workplace will help the organization become successful and effective.