

# Recommendations for proposed interventions research proposal example

[Business](#), [Management](#)



## **Organization Leadership and Change**

### Overview of the assessments

The organizational leadership and change are very important factors because the organizational environment is changing in a rapid manner. The globalization also increased the opportunities for better growth in market within the industry. The increasingly diverse markets have a wide variety of expectations that need to be understood to become strong in the market. The scrutiny of stakeholders has also been increases because the concurrent increase in compensation of executives while wages of other employees are decreasing within the industry. The situations of organizational change need to be addressed for operating models management and it can also get customized according to the expectations of stakeholders, needs of customer relationship within the organization (Nowlen, 2011). The organization change can be resisted with new operating models which include below mentioned elements:

- Allocation and optimization of resources mechanism
- Framework for decision rights so that the identification and motivation for work can be enhanced in a considerable manner
- Distinct value proposition management for profitable business in the organization
- The optimization of overhead and outsourcing are based on the market models so as to serve stakeholders in a responsive manner
- Strategically focused centers for better work relationships in the organization
- Enhancement of partnerships with the best in class providers for leveraging

the expertise, scale and flexibility (Murrell, 2011)

- Link between different elements of the organization such as measure, inform, motivate for working together in an effective manner for achievement of common goals of the organization.

The organizational leadership and change occur when there are major changes in the organization and overall strategy of the organization. The organizational change also occur at the time of major changes in organizational practice and nature of operations in the organization (Athens, 2012). Also, there are various stages of life cycle in the organization and it is important to evolve through every stage of life cycle in a successful manner. The organizational change is important for further development and success of the organization and, therefore, the organization must undergo significant changes at various points within the development of the organization. The leaders should continually make efforts for the accomplishment of successful changes to be inherited in the organization (Foster, 2009). The organizational leadership indicates the role of leaders in implanting the change activities in the organization and ultimately, the successful implementation of organizational change by the leaders helps in the development of business within the organization.

## **Outlining the change activities for implementation of interventions**

The change activities relate to the major changes for implementation of interventions within the organization. The shifting of operations, culture, shifting of work, etc. are considered as the major changes of organization

(Walters, 2010). The data can be gathered through various sources such as stakeholders, customers and market for analyzing the current situation, trend and needs of market. And then after, the change practices can be decided and change activities can be outlined for implementation of interventions within the organization.

## **Benchmarking of practice's performance on key practice indicators**

The key performance indicators are considered to be the standards and benchmark for the overall working process of the strategies of organization. The monitoring process is very important for practicing of performance and further implementations of change strategies within the organization. The monitoring of performance has to be conducted in particular time and budget so that the benchmarking process can be carried out in a proper manner. The benchmarking of performance on the basis of key performance indicators adds value to the road of continuous development in the organization (Pfeiffer, 2013). The organization should always have a benchmark to be compared with key performance indicators so that the discrepancies can be evaluated, and the necessary changes can be made in the processes of the organization. It is also important for stay competitive and develops business in a considerable manner. The key performance indicators are important for proper information on the comparison factors and at the same time, it helps in achievement of goals of the organization.

## **Identification of transition management and required resources**

The identification of transition management and required resources of the organizational change process need to be assessed for development of the organization. The assessment of readiness of transition management enhances the ability to manage the different concerns within the process of change within the organization. The transition management refers to the people side of the process and assisting the members to resist the change and move towards the successful process of change and ensure the development in a considerable manner. The series of strategic transition applications are proved to be helpful for the process, i. e., individual transition in the organization, leading transition in the organization (Hitt, 2012). The required resources for process of change relates to the development of new rules, new strategies, re-engineering, re-organization, etc. A major resource for the process will be members, stakeholders and employees of the organization. It can be considered that the transitions should be managed in a strategic manner and intend to resist the change process by individuals, as well as the organization.

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