

Organizational change through leadership paper

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The Problem In any given clinical department, renowned leadership teams can come up with new ideas. As individuals, teams or organizations formulate new mechanisms of addressing their challenges; they get to the point where they have to adopt better ways of doing things and in the long run settle for solutions to clinical issues that are more suitable. Organizations that have the tendency to achieve operational goals in these challenging times may come up with more technical ways of addressing these problems like through the restructuring and engineering of the already existing nursing staff . The managements of different health care systems are normally called upon to develop new leadership mechanisms that will be in a position to provide concrete solutions to their dilemmas, give out reachable options and facilitate proper operations for a constant time of running (Schein, 1995). However proximate leaders and managements somehow differ when it comes to their perception regarding reengineering and restructuring of different nursing units as such moves may not turn out to be the most suitable ways of addressing the existing issues across different departments. The plans that were certain to be achieved may sometimes not work or sometimes not reach the goal targeted by the organization (Pfeffer, 1998). The decisions that were earlier employed may with time become complicated thus cannot be easily depended upon. Another challenge is that the management of different departments may in some cases fail to concur with outcomes or fail to agree with the skilled staff. Thus they insist on their own tradition ways of handling issues which result into poor outcomes. Need and Rationale for Change It is high time

organizations adapt to the changing nature of the dynamic market situation. In the name of coping and adjusting accordingly, organizations should implement the best mechanisms with regards to their respective structures, systems and services. The best organization structures provide more efficiency when it comes to creativity and delivery which organizations require to be successful and competitive and adapt to the rising challenges accordingly. The lack of a good leader will be a big demerit to an organization that wishes to achieve better goals. The cooperation between the top managers and the skilled staff should be at a reachable ground to facilitate easy management and delivery from all the sectors involved in the smooth running of the organization (Bate, 2000). ' The Leadership culture should also be a considerable trait basically because it plays a big role in the facilitation of commitment and the tools used in management in an effort to gain the right directions throughout the organization. For example the entire organization or a given department may resolve to formulate a sudden change in its structures and operation. The main goal of such an organization may be to become more customer oriented and to improve the internal processes of organization. Different levels of leadership culture plays a huge role in the management process of the organization. When employed together and well cooperated, the major issues of the company will be easily solved and better solutions will be tabled thus the organization or department will easily reach its target goals. The criteria of leadership may at times be complex to determine but with more infancy this can be efficiently achieved.

3. Conceptual Frame Work Matching the Culture Need

Despite the fact that the leadership culture levels within an organization do

not affect the operations of any organization, they must be matched with the leadership culture to sooth the operational need, for example for one to implement a plan on ways of controlling and managing emergencies, he or she should inform all the concerned parties who will work hand in hand with him or her in the process. This will promote better delivery and efficiency and the challenges may be minimized (Smeltzer, 2000). Approaches Basically one must know where his or her culture is located in the hierarchy of cultures. The manner in which the management interacts with one another in the organization greatly depends on the leadership and this is often based on investing in what the original culture of each staff member is about as well as its ability. This also can save both time and money. Different management from different departments may in one way or another be tempted to implement another idea only to discover it is the same as the previous one. It is hence advisable to for any organization to have its leadership culture planned well (Nadler, 2000). The management must also be in a position to determine the capability of the skilled individual handling different roles and the better ways of succeeding. It is the role of the leaders to see to it that suitable strategies are applied and this can only be achieved when the culture of beliefs and the willingness to succeed is at stake and considered. Evaluation Techniques The best way of helping a unit or department in dealing with its problems is by making the staff to know and share out their problems publicly and thus be easily solved. For example instead of one disagreeing with a proposal he or she should give out a better idea. In due sense this avoids conflicts among staff members and in the long run provides better solutions challenges. Interdependent leadership cultures

perceive leadership as a group activity that depends upon mutual inquiry, learning and the ability to prosper despite the challenges (Nadler, 2000). . However, leadership and control are determined by the entire organization. Better ideas are reached in order to change the organization so as to fit in the changing world. Dependent leadership culture is dominated mostly by people in positions of authority who run the organization. Authority and management is only done at the top and the success of the organization is brought about by the loyalty to the rules and authority. The technical expertises are in charge of running the organization. Conclusion Transform the leadership team; if the goal of transforming an organization is to be achieved then the executive should first be transformed. For one to change the culture he should first change himself. Start implementing the change from the senior team behind closed doors and provide coaching services to the members to give them proper skills for any leading culture change. This is the best way of giving consideration to the sectors of control, time and engagement. References Bate, P. (2000). ' Using the Culture Concept in an Organization Development Setting.' Journal of Applied Behavioral Science. 26: 83-106 Nadler, D. (2000). ' Beyond the Charismatic Leader: Leadership and Organizational Change.' California Management Review. 77-97 Pfeffer, J. (1998). Power in Organizations. Pitman Publishing: Marshfield Schein, E. (1995). Organizational Culture and Leadership. Jossey-Bass: San Francisco Smeltzer, R. (2000). An analysis of Strategies for Announcing Organization-Wide Change' Group and Organizational Studies. 16: 5-24