

Find two articles that are influential in the field of organizational development...

[Linguistics](#), [English](#)



ANNOTATED BIBLIOGRAPHY ANNOTATED BIBLIOGRAPHY Bushe, G. R., & Marshak, R. J. (2009). *Diagnostic and Dialogic Premises an patterns of practice*. New York: Cengage learning .

The article emphasizes effective leadership as an element of ensuring organizational growth. Effective leadership mostly calls for great technical or intellectual capacity; however, these aspects are essential, but they are not pivotal. Acquiring good leadership in the modern age is all about attitudes and behaviors which are associated with and characterize humanity. Serving an organization and the people within it relies squarely on good leadership. Effective leadership entails conducting a SWOT analysis for the business (Bushe & Marshak, 2009). As leaders, major vision is to reach as many clients as possible and to satisfy their needs in providing quality services. In this aspect, our major goal is to expand into the regional market. A major threat to our business has been the influx of cheap imports and the rise of competitors. Brainstorming has helped in achieving a technique in problem solving and team building since it creates new ideas, solves problems, motivates, and develops teams (Bushe & Marshak, 2009).

Nguyen, T. K. (2007). *Best Global Practices in Internal Organization*. *Organizational Development Journal*, 50-72.

The article provides readers with information pertaining to internal practices that ensure the success of an organization. An alternative method is the nominal group technique that encourages contributions from everyone. This ensures participation of all the group members, especially of people who think best in silence and for some members who are, thanks to this technique, more vocal and are not overshadowed by others (Nguyen, 2007).

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Motivating the employees is a good leadership practice. Motivation involves implementing an innovative reward system directly with the workforce. Development programs assist an organization in bringing up a clear understanding of the growth of an organization. Leaders are always under a lot of pressure to guide and direct their subjects or employees to achieve the set goals. For effectiveness in leadership, leaders have to adopt strategic leadership. Strategic leaders are leaders who are proficient in motivating and persuading people to acquire the vision of that company or institution. Strategic leadership is about managing the employees by using strategies of management in order to achieve set goals. Apart from expressing a strategic vision, strategic leaders should also be able to create an organizational structure for the business, which is an extremely crucial part in strategic leadership (Nguyen, 2007).

Article rankings

The first article was ranked due to its provision on SWOT analysis. SWOT analysis effectively analyses the strengths, the values and the policies that endear the company to its clients these are the ideals that we possess and that we are determined to maintain and improve. Weaknesses are some of the flaws that sometimes inhibit us from serving our clients effectively; we are striving to eliminate these setbacks in order to become a market leader. The second article gives insight into different case scenarios pertaining internal organization development. Development programs also help to drive them closer to achieving the goals of the company or institution.