

Error avoidance in post modern complex adaptive systems assignment

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



Error Avoidance in Post Modern/Complex Adaptive Systems As society changes so does healthcare organizations. There for we must find new and effective ways to manage it. The postmodern and complexity adaptive system also promotes that managers should improve plans for learning new strategies. When making changes in management skills this makes postmodern and complexity adaptive systems more productive. Healthcare managers always have challenges everyday depending on the situation.

In management you must be able to define hat is accurate when making decisions, as well as do what is right. This paper will cover ten mistakes and explain why these could be mistakes in healthcare management organizations. The first error I will explain is the responsibility for each employee to learn the safe machine operation by trying it on their own. This allows the employees to find their own ways to speed up production, and eliminate the step by step processing. By teaching adequate training on the new methods there will be fewer injuries and create a safe environment.

During the orientation process each employee should be told the operational process as a whole, and what is expected of each of them. Beyond this each employee should be individually taught by their supervisor, so they understand their part in the operation of the organization. This also helps the employees to know different levels of management in their department as well. Monsoons, 2009) When disciplining an employee, and hoping for a change, but everyone in the office feel that it was handle incorrectly.

So this creates massive responses. What this tells e is that this employee put his or her business out there, so the whole office would know what occurred.

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By doing so they created chaos within the organization, and that management failed to do their job. " A fundamental fact often overlooked in our efforts to change and improve how we practice is that what you know depends on who you know. Our knowledge base and practice patterns are, in some measure, the result of our many interactions with colleagues and mentors.

When these interactions are ongoing and centered on a specific, shared interest, they are essentially a community of practice. Communities of practice organize around one or more of the following functions: peer-to-peer problem-solving, sharing best practices, updating and sharing knowledge for daily practice and generating new ideas and innovations. " (Winger E, 2002) It is vital to have the talk with employees each and every time after assigning a new project or activity, or after the administrator observes the employee struggling to succeed in their given goals.

Improvement prospects could comprise of things such as Job observation, working on a certain session or assignment or a provisional Job assignment, and developing an on the Job training by their peers or from the supervisor. (Monsoons, 2009) which may cause difficulties with productivity. An informal group gives employees the chance to gather in a secure atmosphere, so their concerns about administration can be talk about; without having to worry of what might happen if they were heard talking. These employees create this organization with no direction from management. (Parallax & Betties, 2006) Dominant logic is what organizations use to how the success, what they have accomplished, how they profited. This logic uses different

ways to generate revenue. Management needs to focus on making numbers in many different ways instead of a one way process. An organization is based on various perceptions within the health field. You perceive the company by the service you receive and the quality of care given. So not just one person could be the “ bad apple” it could be the whole operation from management, down to the staff.