

Free essay on organization culture

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Workplace environment can be designed to improve interaction of employees. This environment includes the strengths, weaknesses, upbringing and life experience within the organization. In deed every employee contributes to the organization culture by either the action or the leadership. On this regard, World Vision international has got a very well established culture where the employees share the word of God every morning before work. However, the staffs end up dragging all the day's activities, and as a result this leads to time unconsciousness, poor partnership and extended work beyond the employee working hours. For sure, this is a culture which I believe the World Vision management team together with the employees might want to change.

Therefore, for this organization to achieve the desired change of managing time and doing activities as planned, the organization must seek for collaborative culture definition, as outlined in the Nadler's twelve interventions. During this time, the organization will identify the behavior which they will want to change, probably on best ways to manage time. Once identified, there will be need for every employee to commit towards the desired change.

The second and important intervention which is outlined by Nadler is measurement and gap analysis. Through this intervention, World Vision will assess the gaps that lead to the employee's time wastage and asses the possible gaps in the desired environment change. In this case World Vision might consider starting work without the daily devotions, thus the intervention should allow the employees to see the priority gaps as well as to identify the actions that if implemented will address the identified gaps.

The next intervention which is relevant to the implementation of the desired change in this organization is the structural change. During this intervention, the organization might choose to address the gaps identified above by, redesigning the entire system, redesigning the structures as well as all the key processes that need to be reinforced to bring in the required behavior. In other words, World Vision will need to alter the current system which allows for daily devotions before work and instead motivate all employees to start work at 8. 15 am, usually the time that is planned for the devotions in the current structure. Since most employees are used to attending devotions first, they must be encouraged and motivated to implement activities as outlined in their detailed implementation plan. In this note, the activities in the detailed implementation plan must be changed to reflect the changed system.

Since the staffs are accustomed with the old structure, there is need to bring in the educational interventions, which is also included in the Nadler's twelve interventions. In this intervention the staffs will be trained on the aspects of starting business with implementation of activities outlined in the detailed implementation plan. On this note, some brochures and fliers with information on how to start your day at work might be very necessary as they will remind the employees on the noted change. Also, there might be need to train the employees on general time management techniques because it is only through this that they can manage to keep time well and implement activities as desired. In addition, the management team should be trained and facilitated with skills of correcting employees in case they fail to manage time as is expected of them.

References

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