

Week 3 reflection

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



Week 3 reflection A persistent dilemma facing any consultant today is whether to give advice and offer solutions to adopt attitude-centered change or value level in an organizational setup. In this regard, a detailed explanation of the level of change thus becomes crucial in the consultant-client relationship.

The Successful completion of the consultation task to any organization would begin with a thorough organizational diagnosis of the problem and eventual the client context. It then also demands that the developing ownership of the client over the immediate process. The most neutral designation would perhaps be to provide initially the client with the level of change that is available to the organization and the models therein. This would provide a broad scope for the client to understand the needed change and the impact the level of change adopted will have to the organization.

Leading technical change is probably the most significant and difficult leadership consultant responsibility. The effective consultant is required to facilitate adaptation thus revitalize an organization in a changing environment. However, it is important to note that many organizations operations have become very dynamic, and thus value level change is in many cases preferred. Nonetheless, the technical level change initiative would not yield the same result as value level change and can affected through effective institutional leadership. Organization changes will happen and affected within an organization at various levels. Likewise, the model favors incorporating various dynamics organizational change to the latter. This is in consideration that the client who is the organization has decided not to incorporate a value level change.

Reference

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Burke, W. W. (2010). Organization change: Theory and practice. Thousand Oaks: SAGE Publications.

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