

Elements of high performance essay example

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



Information Technology

For high performance in an organization, first, management all the resources of IT should be by a single authority. The roles of the central organization are defined.

Second, is the creation and implementation of a body than governs the project priorities of the initiatives of information technology. A governance structure with people who make decisions can be developed. Also, a board of governors can be come up with to govern the IT system. Customers are also to be brought to terms with the IT system.

Third, an infrastructure can serve as a blueprint that ensures integration of all systems with one another. Communication may at times also be informal.

“ The pervasiveness of web-based social technologies like Facebook and Twitter and video tools like Skype TM and Google+ TM, hangouts has profoundly changed the way users communicate with one another. By embedding similar collaborative tools into their business processes, enterprises can take advantage of employees’ growing comfort with social networks to gain a new level of productivity” (Soh, 2013, p. 1)

Fourth, a warehouse for storing data can be established. The data stored here can be share with other law enforcers.

Fifth, the technology system should be secured. Backups should be provided incase of risk of losses, say if there is fire outbreak or vandalism. The system should also be protected from viruses and education on policies should be provided. Steps should also be taken to prevent hacking.

Lastly in IT, is the provision up to standard staff. The staff should be highly qualified and skilled. They should be professional and well trained.

Assessment should be carried out for the correct staff level, their competence and alignment with the priorities to the business.

Organizational Structure

“ The system’s organizational structure has not kept pace with the massive growth in inmate population or with the vast geographical spread of the institutions”, (Schwarzenegger, 2013, p. 1)

For high performances of teams and learning, first, is to design an organization structure that supports its mission and objectives. Rules and regulations, budget, labor relations must be considered in the design and implementation.

Secondly, is the introduction of a system that can measure the performance of the organization. Procedures are also developed to help in accountability and a model to ensure that employees are punished consistently with no bias.

Third is to come up with a way to manage risks. The causes of risks are first established and the procedures are introduced to prevent these risks from actually occurring. A training program can be established to manage these risks.

Fourth, the government structure can be evaluated and researched upon. This helps in improving the overall structure of the organization.

Lastly, is to ensure constant improvement of the organization. This helps in the growth of the institution.

References

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