

Organizational change at qatar olympic committee

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Organizational Change At Qatar Olympic Committee

I seek to introduce organizational change on environmental conservation at Qatar Olympic Committee (QOC) with an aim of ensuring that the QOC promotes environmental awareness and protects the environment during and after the 2020 Olympic Games. The intended change emanates from the fact that environment is a dominant factor for the International Olympic Committee (IOC) where the IOC encourages the Olympic movement to demonstrate a responsible concern for environmental issues, takes measures to reflect such concern in its activities (“ Qatar Olympic Committee” 1). Moreover, addressing environmental pollution is still a fundamental challenge at QOC and IOC uses it as a criterion for evaluating and selecting cities to host the Olympic Games (“ Qatar Olympic Committee” 1). The intended change will add value to the QOC, as it will enable it to address environmental issues in an effective manner and achieve the IOC environmental requirements.

I am currently working in the Qatar Olympic Committee and I belong to the international student organization. Religiously, I am a Muslim. Most assuredly, the Qatar Olympic Committee is ready for the change. Indeed, in partnership with IOC and UNEP, the QOC held the ninth World Conference on Sport and the Environment from 30 April to 3 May 2011 in Doha, Qatar (“ Nocsom” 1). In the conference, QOC discussed the environmental success, reflected on future environmental challenges, and explored possible solutions to environmental issues in the sporting world. The conference supported playing for a greener future. Moreover, the QOC entered in a partnership with the Look Company to promote innovative environmental

awareness (“ The LOOK Company” 1). Through this partnership, QOC derives the free will and ability to help in conserving the environment.

The transition plan shall include the establishment of an environmental policy for QOC and a QOC 2030 Sustainability Plan. The QOC should also establish an environmental committee to implement the QOC environmental policy and the QOC 2030 Sustainability Plan. The organizational change will also include partnerships with sporting bodies like IOC, FIFA, and non-governmental organizations that promote environmental conservation like UNEP. The QOC should also convince the Qatar government to invest more money in environmental conservation. The QOC shall engage the youths and community-based organizations to create environmental awareness that seeks to enhance sustainable development. I will also encourage QOC to promote the recycling of branding elements made of fabric and recommend better ways of conserving energy and reducing gas emissions in the sporting manufacturing companies. These measures will define organizational change that will foster environmental conservation at the QOC.

Nevertheless, I face a great personal challenge to achieve my objective due to my lack of persistence and poor persuasive skills. Indeed, I am prone to quick discouragements and I lack the capacity to persuade the QOC to adopt my proposal. I also face a great organizational challenge due to my position at the QOC. In fact, I am not in a position to influence decisions at the QOC and hence I must liaise with executive committee members to push my agenda. However, I will propose to the organization leadership how to manage the change by requesting the secretary general to assess the viability of my proposal and seeking his permission and support while

presenting my proposal. I will then request the leadership of QOC to establish an environmental oversight committee to research and address all the dynamics of the proposed change before implementation.

Upon the achievement of my objective, the QOC will gain immense value because the organizational change will enable QOC to address environmental issues in an effective manner and achieve the IOC environmental requirements. This will promote a better sporting environment during and after the 2020 Olympic Games. Ideally, we can measure the derived value by monitoring IOC environmental report, analyzing environmental pollution from sporting merchandize, and evaluating the frequency of environmental complaints leveled against the QOC. Ultimately, we can sustain the organizational change by getting a commitment and financial support from the organization. Moreover, we can incorporate the change into the QOC's organization culture. Furthermore, continued participation and support by the community, NGOs, governments, and manufacturing companies will also enhance the sustainability of the proposed organizational change.

Works Cited

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