

Delta force- organizational behavior



Delta Force itself is a group; it is comprised of a large variety of members who all define themselves as belonging to an elite fighting force, giving their affiliation to that force and its overarching structure and recognizing other members of that group as belonging in the same way they do. The sense of group belonging is obvious from the way Lee Van Arsdale comments on his “ego wall” commemorating special forces operations, and his comments that the best comradely he ever found was when he spent time in Delta Force; obviously his self definition as part of Delta Force helps define him as social identity theory suggests (McShane & Glinow, 1998). Overall, however, Delta Force does not operate as a team; individual members or groups are often doing different, unrelated things from each other and not all pulling in the same direction the way a team would. When on missions, however, small components of Delta Force operate as a team ranging in size from two people to more than a dozen. In these circumstances, they function as a team, planning missions together, relying on each other to accomplished individual goals to support the overall mission and so on. Delta Force’s composition is the cornerstone for most of what the group accomplishes. It is formed of an elite cadre of experience, intelligent people recruited from all across the armed services (Arsdale). This composition leads to its other qualities: everyone selected for Delta Force has leadership qualities and can fill leadership roles, facilitating a bottom-up approach to leadership.

Furthermore, everyone’s knowledge of the composition of Delta Force helps create trust; anyone going on a mission with another member of Delta Force knows they are elite simply because of their belonging to the group, making it easier to trust them in extreme situations. Furthermore, the groups small size allows personal relationships to flourish, increasing trust. Works Cited

Arsdale, L. V. Delta Force [video file]. Retrieved from <http://video.franklin.edu/Franklin/BSAD/325/deltaForce.html> McShane, S. L, Von Glinow, M. A (1998). Organizational Behavior. New York: McGraw-Hill