

Simmons  
implementation of  
great game of life  
program essay



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This paper draws on the view that Simmons faces an array of challenges in managing its large scale organizational change and thus considers implementing Great Game of Life Program (GGOL). As a company established to manufacture and distribute mattresses, Simmons should take a new look at its leadership and management change and aim to focus on the organizational performance. In so doing, a concise leadership change must be incorporated alongside implementing Great Game for Life Program (GGOL), which is an outdoor and traditional training program that factors in experiential team building activities as the primary aspect of change strategy.

GGOL, if implemented, will give Simmons an opportunity to consider the decision of investing in retailer -customer chain of distribution and thus boost its overall revenue. The central concept about GGOL is the underlying role it will play in leadership by motivating and engaging Simmons's employees to be ready to effect changes that may improve the efficiency of operation, product quality as well as reduce operational cost. The Need for Implementing Great Game of Life Program (GGOL) According to Mclegan (2002), Simmons needs to implement this outdoor leadership program because of the many leadership changes that have taken place since its inception. With the new leadership framework, the policies and management of the company changes thus necessitating a change strategy. GGOL is therefore a change strategy that will see Simmons achieve its objectives and goals within the manufacturing and distributing industry. With the implementation of GGOL, the new leadership style will facilitate a number of

changes in the organization thus making Simmons a company where customers would prefer to deal with and people prefer to work.

Cornfield (2009) further points out that constant leadership changes on the organization may be plagued by the culture crisis which may entirely hurt the sense and spirit of teamwork accountability. With regard to this, various departments which may not be integrated even in times of crisis may now lend support to each other, bolstering the efficiency in management. GGOL facilitates a concise logistics and supply chain management in Simmons as employees will believe that their contributions to their various departments are geared towards making a unified success in the organization. Similarly, Simmons need to implement the goals of GGOL to instill in the employee a culture of teamwork thereby creating a situation whereby majors losses such as inventory loss and poor product quality will be remedied. Read why security is a team effort In other words, motivation of the team spirit in employees will be prioritized thus focusing on communication skills, people skills and a spirit of team work both at vertical and horizontal levels in Simmons (Burlingham, 2004). Objectives of GGOL Program Implementing GGOL program brings about changes that are positive in the middle management and thus creates a situation and organizational climate that is trusting; with employees demonstrating openness and entirely a positive working milieu. The programs can also inspire employee to work as a team towards a common organizational goal. The primary objective of this program is to reiterate organizational virtue of coordination, coexistence interdependence (Martin, 2002). In so doing, tasks that seem daunting in the

organization will be made easier and employees will be motivated by this culture and adopt it in their work.

With regard to this, Simmons's employees will extensively work for longer hours inspired with the inherent value that will not change all over a sudden. For good leadership structure amidst constant leadership changes at Simmons, there is need to implement the GGOL. Accordingly, Cornfield (2009) postulates that the deficit of a proper leadership structure is inspired by the changes in management and leadership that have typified Simmons of the years. This problem will be addressed if Simmons implements GGOL thereby laying the basis on which the primary objectives of instituting a culture change program that will largely offset the capital expenditure that Simmons incurs in its loss.

In addition, implementing GGOL create a forum where the management of Simmons will look into the problems that affect its leadership and therefore construct a leadership plan that will focus on team building and extensively motivate employees, enhance interdepartmental communication, reduce the distance of power and unite various department that may be competing by creating a climate that will make them work in collaboration. For example, Simmons Inc may largely affect GGOL by using various activities such as outbound activities, motivational lecture to encourage change, management games among others. Influence of Charlotte's Video on the Use of GGOL to Change Simmons In a critical analysis of organizational situation, Charlotte's video postulated that in an event where Simmons was in need of some changes to survive organizational and financial crisis that prevailed in

America, there must be a cultural and structural changes that must be <https://assignbuster.com/simmons-implementation-of-great-game-of-life-program-essay/>

constituted. As a result of the internal competition that may characterize various Simmons's plants, GGOL program becomes the most effective step that can be taken to counter this problem. This program is basically designed to enhance team performance through encouraging team work. As such, Simmons can come up with teams that perform certain task which if individuals were to perform, it would be difficult.

Charlotte's video leverages that GGOL in Simmons will enhance inter and intra team interaction in a bid to improve the overall satisfaction of the customer thus making employees to develop a team exercise training that can enhance their interpersonal skills hence achieve effective group processes than just individual content task. In other words, GGOL is a program that can provide a situation where the employee develop holistically; an element that transcends training (Grand Canyon University, 2009). Steps of Implementing GGOL program in Simmons Inc In order to successfully implement this program, it is important that Simmons Company and the leadership change to draw their informed decisions from the history of the company. Mclegan (2002) argues that this move will successfully impact on the management to learn from the challenges that faces the company and maximize the available opportunities to creatively think on ways of solving problems in business.

In addition, the next step towards implementing GGOL is to embrace innovation and thus keep the needs of the customers as a priority. Training and development of employees towards team work crowns the process of implementation thus allowing a working climate where everyone in the organization supports each other. This is indeed enshrined in leadership <https://assignbuster.com/simmons-implementation-of-great-game-of-life-program-essay/>

vision which focuses on the responsibilities and obligations of leadership as a team. Entirely, Simmons will realize, created and maintained an operational excellence Emotional Aspects Related to Change It is plausible to argue that the emotional elements of change are leveraged by GGOL program represents a culture of value that is consistently and constantly communicated to achieve target results. Martin (2002) notes that with GGOL the primary intention is to ensure that leadership teams remain connected.

As this area of connectivity becomes a subject of culture and value, it remains that the emotional elements to change management should be influenced in that the way employees and leadership teams behave is guided by the perceptions constructed by the organization to guide how employees treat each other and view their role in change management. As such, GGOL will provide benchmarks on which the consistency of employee demeanor and behavioral flows in Simmons. For example, communication and team building is a culture which will be adopted depending on the behavioral and perceptual aspects of the employees (Burlingham, 2004). Conclusion From the above discussion, it is evident that GGOL program should be implemented by Simmons Inc to increase the motivation of employees in the company and extensively improve productivity in the plants.

Many are the benefits that come with the implementation of this program and Simmons leadership management will enjoy many benefits of training and development of employees through a program that cushions Simmons against the loss particularly when the economy is in recession. As a company established to manufacture and distribute mattresses, Simmons should take a new look at its leadership and management change and aim to focus on <https://assignbuster.com/simmons-implementation-of-great-game-of-life-program-essay/>

the organizational performance. In so doing, a concise leadership change must be incorporated alongside implementing GGOL which is an outdoor and traditional training program that factors in experiential team building activities as the primary aspect of change strategy. The central concept about GGOL is the underlying role it will play in leadership by motivating and engaging Simmons's employees to be ready to improve changes that may improve the efficiency of operation, product quality as well as reduce operational cost.