

# Adult education organizations

[Education](#)



Case study: Adult Education Organizations A of the research The study begins by acknowledging the importance of successful change implementation and management in adult education (Martin<sup>yci</sup>c, 2010). There is also an emphasis of leadership, where the article recommends that change initiation should focus on leading the staff. Moreover, the research draws a particular importance to personality traits of a leader. In this case, the leader should have certain leadership skills, versatilities, knowledge, and behavior where the focus is changing the entire organizational culture. Therefore, the article stresses the significance of certain values, and puts more emphasis on leadership style that should be adjustable at all circumstances (Iskandar, 2013). The research is a multiple qualitative study on change management in adult educational organizations. In this case, the study recommends that there are factors that favor the successful implementation of change, and can be a useful reference in leading the staff when introducing changes within the educational organizations. An outstanding feature about the article is the differentiation between leadership, and management which is also useful in explaining various aspects of change.

An analysis of the criteria and methods used to lead change effectively The research outlines some of the criteria for changes where most of them focus on the effectiveness of the prevailing leadership style. According to the article, change occurs for various reasons. For instance, in education, organizations or learning institutions may be looking for alternative means to improve the quality and strengthen their reputation (Martin<sup>yci</sup>c, 2010). However, the study also recommends that a successful change initiation depends on certain criteria that lay the basis for transformation of all

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organizations. One of the criteria for leading change is open communication that result in effective coordination between the staff and executive management (). Nonetheless, the article suggests that the inclusion of people in the early stages of decision-making process is also necessary for leading change. Another important criterion for effecting change is creating an environment that motivates the staff to accept the change. From the above criteria, it is evident that one of the methods for initiating change in the educational sector is creating enthusiasm among the staff to accept the transformation. Creating enthusiasm is a way of motivating the staff to accept the changes (Iskandar, 2013). Another important method for implementing change is training the staff on important aspects of change management and initiation. The training focuses on equipping staff with the right knowledge on effective change management and implementation. A discussion on characteristics and personal traits that are critical in managing change

The article strongly emphasizes on leadership as the primary determinant of change initiation and implementation. An outstanding trait of a transformational leader is moral purpose (Martinić, 2010). A leader should care for the staff, and focus on improving their life, as well as that of the society in general. A good personality trait during change initiation is relationship building where the aim is providing amicable solutions to eminent problems, and cooperation with the staff (Robbins, & Judge, 2012). Nonetheless, the leader must can create and share knowledge. Knowledge creation and sharing is crucial since the leader should be able to engage the staff in learning as well as knowledge acquisition. Furthermore, a leader should possess coherence making as a personality trait. The leader must be <https://assignbuster.com/adult-education-organizations/>

clear about his goals and objectives since it is quite demanding to manage the staff during change implementation.

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