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According to the text in the “Organizational Change” Activity evolving market demands change the focus learning institutions have placed on change management. The thesis statement of the article is, "Companies must continually change and reinvent themselves in accordance with market demands." Change and the pace of change are accelerating. The time when survival alone guaranteed performance has passed (Foster & Kaplan, 2001). Today, hyper-competition in an industry now requires innovation to stay ahead. Universities must plan for change as in the United States; it is estimated there are 43,546 as bankruptcies in the U.S. with only 7 out of 10 new businesses surviving two years. Often the reason for bankruptcy is the failure to change and innovate(“Score,” 2010).

Now, reflect on an organization you know well. What has been a significant change effort in that organization?

The school in which I work is very innovative winning the coveted "Schools to Watch" award from California. One significant change just incorporated is student lead parent meetings. Instead of the teacher running the show the student is tasked with showing the parent their accomplishments and failings. Also, they must identify why less than acceptable marks are gained and come up with a plan to present to their parent to remedy their shortcomings. All this is done in the presence of their teacher, and administrator if needed.

Based on the text, how did the organization use planning to achieve the results?

Planning was essential. Students, teachers, and parents must meet, and agree on the plan offered by the student. Furthermore, planning was required in scheduling and grading.