Organizational Team Development Analysis

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# Introduction

The management is about making sure that how the organization is able to realize what are some of the gaps in the organization in terms of where the long term vision and mission of the business stands and how effort can be made to make sure that all the organizational efforts are put together in a manner to diminish those gaps. It includes ensuring training the staff and allowing them an insight development where they tend to realize what are some of the thing that are needed to be done by their own to make sure that they align well with the long-term organizational objectives. In this paper, it is going to be see how the team development exercise at the organizational level turned out and what are some of the thing that are needed to be done so that value must be added into these exercises.

# Theory of Five Disciplines as a Method of Change

There are many disciplines that are talked about when any model of change is needed to be implemented at the level of the organization, the key thing is to have an insight that what are the methods of change that are going to be employed. The first thing that must be understood are some of the disciplines of change that matter. The most important thing in this regard is to make sure that all the stakeholders must have the shared vision with regards to where they are willing to take the organization. When they know that, they are in the position to make sure that they are aligning their skills as per their vision. The other discipline that is crucial is that mental mastery where it becomes important for the people who are part of the organization to have this realization that what are some of the thing that they need to reflect upon to enhance their ability.

# Discussion of the Theory

Now, in the given section, it would be seen what theory of change is going to be incorporated in case there is a need to develop an insight about change management is supposed to be carried out at the level of the organization. The mental models are discussed are one thing that are needed to be looked at extensively to ensure some insight is developed in this regard. As is the case with the two leadership modules and presentations that have been talked about in the organization, the important consideration is that what sort of mental adjustment that is needed to eb brought here to ensure that the long term changes are inculcated at the level of the organization. The official hierarchy is one of the models that is used extensively in the organizations. There are going to be instances when the personal value of the individual might bring about the change in terms of how the mental models are needed to be worked and how the hierarchical power is supposed to work in such a case. The ideal thing that is needed to be done by the organization is that how the sense of balance is going to be achieved in terms of how the overall planning must be done at the level of the business. The openness must be there in terms of how the communication must be done but the value system in the organization should be such that the middle managers, which re the primary audience in the case of both the change managemental module must be made aware that how they are supposed to follow the hierarchy when it comes to making sure that how things are completed.

# Metaphor for Chosen Theory

For the sake of explanation, during the course of any session it is quite important to make sure that the appropriate metaphors are being used so that the sense of insight is there among the people and the audience that how they are going to be in the better position to comprehend the change. The usage of the metaphor is also going to be making it much easier for all the stakeholders to have an idealistic view about how the situation is supposed to be handled at the particular point of time instance and how better comprehension is going to be made. The metaphor that is going to be used in the given instance is going to be the quarterback. One prime reason for the usage of this metaphor is that how the underlying understanding of the whole situation could have been developed, how it is going to understand things in terms of the way progression is needed to work and how better rationale for change management is needed to be developed for a particular moment of time. What can be seen in the case of the quarterbacks is that in the ideal world, they would want to be promoted as head coaches and they intent to view the game from the side-lines so that they are able to have a broader perspective about the way game is needed to be developed. In that way, with the help of the broader perspective about sport, they are going to be able to ensure that they technology integration and advancement can be inculcated in our systems at the particular point of time. Not only that, it is also going to allow them insight about how sense of escalation is supposed to work at the particular point of time.

# Synthesizing the Lessons from the Team Dynamics Session

Looking at the way things tend to worked out, one of the thing that really worked out as far as the way this whole session worked was that the realization was made among all the stakeholders that how things could improve if effort is carried out towards cultivation of the team dynamics. The idea is to ensure that all the prospective stakeholders must be in the position to learn from the experience and the ideas of each other and there has to be value addition in terms of the total value gained from the experience. Not only that, the other major learning was that how knowledge management plays an integral part in the decision making that is carried out at the level of the organization. All the people who were made the part of the session were made to understand that how important it is for them to understand that they enlighten themselves and increase their knowledge base to ensure that they are able to make the most of their innate abilities. The other thing that becomes quite important in the team environment is that how the connectivity is supposed to be made among the team members. The idea that was talked about in these sessions was to make sure that the people who are part of the organization should work across in the manner that there must be concrete effort on their part to ensure that they set an environment where communication is eased out among people who are involved in the decision making. Combined with the common goal and the vision sharing, the learning from these sessions went a long way towards providing a sense of perspective with regards to the way overall learning is needed to be carried out.

# Important learning from Team development Session

The nature of the session and the way it was organized was such that it provided quite a lot of insight about how team development is supposed to be done at the expected level. Keeping all these things aside, the most integral aspect of the training was that it allowed an individual to understand what are some of the thing that must be done at the individual as well as collective level to ensure that the dynamics of the team are working out well. Not only that, the other important dimension that it gets to do is that it shows that teamwork is the combination of different activities that are needed to be aligned together to get the best results. There has to be realization that each personnel in the organization is going to be bringing something new to the table and it is imperative that these strengths are taken into account.

The teamwork is also about making sure that each of the decision making that is involved at the broader level within the organization must have an idea about self-reflection. What it means is that they need to know where they stand in terms of how their skill set is aligned with the goals of the organization and what are some of the thing that they must do to ensure that they add value to the decision making in the organization. Not only that, they should also try to ensure that they opt for the integration of technology and some of the other factors in their decision making as it allows them to ensure to be in the position where teamwork is going to be critical. The final major learning that I had from this module was that how team building dynamics seems to be working at the particular moment of time. Mental Models describe the presumptions and generalizations people have which influence their actions. The first step in having people change their Mental Models is to have people reflect on their own behavior and beliefs. One of the mental models in every organization is the official hierarchy. Personal values can overcome the shortcomings of hierarchical power. One important Value Senge describes is openness. One part of openness is to quit playing ´power games´ and be open and honest about what your real needs are.

# How to Build Future Better Communication

The sessions that are conducted are going to go a long way towards ensuring that better sense prevails in terms of team dynamics and decision making in the future. The goal oriented sessions though are the way forward and what must be done is to ensure that people who have partake in the sessions should have an insight about how the shared objective setting is one of the biggest things that can work to the advantage of the team at the particular point of time. One of the key thing that is needed to be done when team building is supposed to be done, the first thing that must be done is to make sure that the shared sense of objective has to be there among the organizational decision makers. The other thing that becomes important in terms of better team development is to ensure that people should be complementing each other in terms of how the team dynamics must be carried out. Not only that, the other thing that becomes all the more important in the team environment is to ensure that the communication should be there in terms of what are the planned goals that the team intends to achieve in the long run. Effort has to be made that the sense of objectivity needs to be there in terms of the decision making at the team level and based on that aspect further betterment can be achieved in terms of the goal determination of the team. These sessions need to be more focussed in terms of the objectives they want to achieve and how the alignment of the organizational goals are going to be done. The people and the audience that are attending these sessions should work in the manner that they should have a fair level. Fairness is another thing that has to be included in the way communication is carried out. People should be honest with each other in terms of what they want out of the group and what are the core objectives that the team intends to achieve with the passage of time. Without having a sense of purpose and clarity, it becomes quite hard to make sure that the right consensus is created among the team members when it comes to aligning the team dynamics appropriately. Instead of visualizing a traditional hierarchy, today’s companies can survive when it succeeds in creating a learning organization. An organization where people continually expand their capacity to create the results they truly desire.

# Models about Learning Discipline

System thinking is one of the things that is goo be an important way when it comes to providing a holistic environment that allows informed decision making. The metaphor that can be used in this regard is that of an elephant metaphor. When an elephant is split in half, that does not mean that there are going to be the formation of two elephants, instead, there is only going to be one elephant that would be supposed to be taken care off by the business. The idea must be to make sure that the organization must be interpreted and thought about as a living organism and based on that, effort must be made to ensure that this living organism must be managed at all the levels. What it means that in terms of the team decision making, there has to be an effort on the part of the decision makers to ensure that they are taking decisions that are based on principles and morality and there has to be emphasis on thinking out the patterns at the broader level at the particular point of time. This goes a long way towards making sure that the sense of perspective is there among the organizational decision makers at the particular point of time. The system thinking is going to ensure that the decision makers are in the position that they must be willing to partake in the better allocation of resources that would make sure that the alignment of goals among different stakeholders is going to be made possible. The system thinking would also mean that the resources are going to be allocated in a much better manner and there is going to be sense of organization in terms of how decision making is needed to be done.

# Recommendations and Improvement

Despite the fact that the session was quite informative and some valuable insight was gained from more or less all the sessions, the fact remains that there were something that could have been done better. The first thing that was missing out was that the objectives were not defined and there were no specifics in terms of what was intended to be achieved from these sessions. It means that little more effort was required when it comes to making sure that the clarity of purpose in terms of the overall session was supposed to be achieved. The other thing that was not quite up to the mark was that how there was no emphasis on learning. Not only that, the other thing that could have been managed well was that there had to be some emphasis on the allocation of resources at that particular moment and the prospect that what are some of the benefits that the long term strategy alignment were seen from this session. What it means is that the session was designed in the manner that the specifics of the session were set out to be quite vague. The integral part of any session has to be to ensure that whatever the changes or the intent of the program is going to be, the effort would be there to ensure that some structural changes are going to be made in the business so that clarity of purpose is going to be there among the important people to ensure that there is singularity of purpose in terms of why session was organized. There was lack of direction in the session and this was another area where things could have been improved to an extent. Personal Mastery describes the strength of people to be proactive and keep on learning to continuously achieve results which are important for them. Two factors which are of importance in this discipline are: defining what is important to us (1) and being able to see the current reality as it is (2). Team learning includes two aspects. Effective teamwork leads to results which individuals could not have achieved on their own (1) and individuals within a team learn more and faster than they would have without the team (2). The team members have to be willing to shift their mental models and be open to learn from their colleagues.

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