Organizational Dynamics Situation Description

[Name of the Writer]

[Name of the Institution]

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**Important Team Effort**

Development of teams in an organization for a specific task is essential for achieving a particular task, objective and long-term or short-term goals. The group usually consists of a key player, i.e., team-lead and other team members. The efforts made by a group of people or team in an organization involve the planning and execution of certain tasks for the attainment of organizational objectives, i.e., different tasks, goods or products. Therefore, for the planning and development of the goals, teams usually set-out specific frameworks according to which they work and achieve the aim. Bolman and Deal outlined Four Frames, e.g., structural, political, human resource and symbolic, in their book ‘Reframing Organizations: Artistry, Choice, and Leadership.’ (Bolman, & Deal, 2017).

**Frameworks**

**Structural**

Different tasks are allocated to each member with a specific deadline and commitment with capability. The working of these frameworks is done by following the procedures and creating the system for developing methods and keeping the targets upright and with no delays (Katzenbach, & Smith, 2015).

**Human Resources**

The Human Resource focuses more on the need of employee regarding the tasks or goals. Thus making an employee satisfied at job increases the performance individually but it inversely benefits the whole group or team of people. The leader of the team is usually directly in contact with the HR and directs the issues to them. Although a person can directly approach to HR and clear out the issues.

**Political**

The team effort is to build up in the times of conflict and the stronger the team bond, more easily they get through the organizational conflicts (Breugst, & Shepherd, 2016). Likewise, the conflicts among the team members are also very likely to occur therefore the ethics and code of conducts. Also, a good team leader would resolve the conflict easily.

**Symbolic**

The main objective for working in a team is to achieve a mutual goal. Therefore the meaning and purpose would give strength to the team members. The team leader motivates the other member and makes them feel significant towards the task.

**References**

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