

Effect Of Leadership Development And Team Collaboration On Change Management

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[Change management](#) success solely depends on leadership development and [team collaboration](#). Focusing on leadership can yield productivity in the output. A practical approach rather than the classical approach to enhancing leadership ought to be employed among social organizations and institutions.

Workforce development through initiatives offers employees an opportunity to acquire knowledge and skills and become abreast of the developing proactive approach to deal with prevailing occurrences. It is considered an effort that aims to evoke motivation and inspire innovation toward the success of an organization.

The case study of the Castle Spring Police Department is calling for change to impact society and achieve social justice. Administering social justice will help create an integrative society. The application of the classical approach in dealing with judicial cases will hamper the attainability of justice for the victims. Noting the concerns of a detective in the Castle Springs Police Department, much has not been achieved to help in solving the prevalence of crimes and offenses. Therefore to address the situation a change is needed through application of proactive approaches to deal with increasing cases and a population that needs to be served with justices. Following the usual system of following up a case to the courtrooms seems not to be effective enough, especially with the huge backlog of cases.

Considerably, the application of the classical management theory in the case study is a revelation of the tendency of organizations not to appreciate organizational communication as critical in developing and maintaining an organizational culture. The establishment of organizational behavior requires a team that works towards achieving change through effective communication, which was not the case in the police department. This is because of a very thin relation between communication and enhanced performance. Institutions throughout the world are conforming to the business dynamics of the 21st century, which brings with it a plethora of communication tools that, with specific applications, can be used to increase productivity. The organization's management follows a structure through which communication must be observed and effected at all levels. Effective communication leads to increased productivity; therefore, the variables are directly proportional. A thorough evaluation of the research work on organizational communication and the connectivity between communication and productivity is clarified. In that clear supposition, the core objective was to observe what increases and decreases once communication and productivity are enhanced.

Organizational communication follows the supposition that the management has a compulsion to prompt the contemplation of humanity's long-run essentials and needs. The efforts by Jack Whitson

following frustrations of the minimal impact of the police department to help address issues of domestic violence are notable. However, many of the decisions are based on classical management, which fails to motivate innovation and productivity. Jack was, however, determined to bring change, and this prompted the engagement of the workforce to issue on the way forward. Through the engagement with the staff, it is noted that there is a poor team relation that derails collaboration. If the establishment of the DVERT (Domestic Violence Enhanced Response Team) fails to initiate a team change, no results will be achieved. Once a workforce team feels shortchanged and demoralized, positive stimulation is lost, creating a way to attrition and low productivity.

Low productivity is usually triggered by an uncondusive work environment and lack of collaboration, leading to motivations that cause negative attitudes and eventually poor productivity, dissatisfaction at the workplace, job insecurity, and lack of growth prospects in the current job. It concurs that managing employees can be a more complicated responsibility than it is to manage capital or intensive technologies (pp. 99-120). However, the incredible significance of employees as an organizational resource cannot be underestimated.

In regard to the development of teamwork, the classical approach focuses on leadership control rather than a followership model. The approach often ignores the employees with leadership qualities, forgetting that investing in them is the pathway to business success.

Following the case studies of companies such as General Electric, Ford Motors, and Monsanto, training and employee development are essential as they help in imparting knowledge and skills. It is their responsibility to ensure that the team players acquire the needed skills to steer an organization ahead to prompt innovation through employee development programs.

The incorporation of virtual teams has been recognized as an emerging trend since technology has advanced this phenomenon, as it has allowed corporations to expand their products and services to other continents- thanks to globalization. Consequently, the creation of virtual teams is inevitable. Many corporations have focused on research on ways to make their virtual teams more productive. How to make the teams effective is a significant challenge. More notably, to create trust among the various cultures in the virtual team, it is paramount to develop online training programs for members to learn and appreciate the diverse world cultures.

Since virtual teams comprise multicultural individuals, there is a need for organizations to invest hugely in an online platform where the team members can interact and get acquainted quickly to close the gap of physical separation. Another critical issue is selecting a few individuals who are already conversant with each other when choosing a team. It helps create a heritage relationship that is crucial in building networks. Innovation in virtual teams can often sparkle through the interaction of new members and familiar individuals, bringing up unexpected insights.

Following the supposition of Pamela Shockley-Zalabak (2002), the integration of virtual teams can be enhanced through organizational communication. However, there are issues that ought to be appreciated so as to build trust and change from the classical management approach. Building trust

in virtual teams can be promptly enhanced through rapid response from top management, which often is not the case in the classical approach. This is effectively facilitated by the use of the electronic communication platforms available (Google Drive, Gmail, Dropbox).

Questions

1. In what ways would Detective John Whitson manage to establish a collaborative team and ensure that all the officers are on the same page? The establishment of DVERT seems to be a good strategy, however a change of attitude and communication must be coursed, how effective will the response team be in the current situation going forward?
2. How can an organization maximize the group's gains potential while minimizing losses to deal with the challenge of making virtual teams effective?
3. What challenges and obstacles may virtual teams encounter in a cross-cultural setting?
4. How can virtual teams be more effective and efficient in a cross-cultural setting?

References

Keyton, J., & Shockley-Zalabak, P. (2009). *Case studies for organizational communication: Understanding communication processes*. Oxford University Press.