Transforming People Problems

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100 Day – Essay Draft

Write an 8-10 page essay, not including the cover and works cited pages. The essay should demonstrate scholarly work, cover the subject with sufficient detail to communicate a solid understanding of applying foundational Christian worldviews and show proper APA 7 style

documentation for the resources (works cited).

1. Select a people issue you are passionate about. Applying transformational leadership concepts, compose a research project for addressing this social issue while working in communities with people of diverse cultures and backgrounds. Include the following elements:

a. Analyze the nature of man from theological, sociological, and psychological

perspectives as they relate to your chosen issue.

b. Analyze the behavioral motivation for the chosen people problem issue and the

leader’s role in influencing a solution.

c. Examine methods of communication to build trust in this situation.

d. Describe conflict resolution techniques that can be used.

2. Structure (Paper Evaluation includes the following structure below).

a. Download the “OGS APA Course Assignments Template 7th Ed 2021” template

from the General Helps folder in the AA-101 The Gathering Place Course on

DIAL. Using the template create the following pages.

b. Title Page (not included in page count).

c. Copy and paste the assignment instructions from the syllabus starting on a new page after the title page, adhering to APA 7th edition style (APA 7 Workshop, Formatting, and Style Guide, APA 7 Quick Guide).

d. Start the introduction on a new page after the copied assignment instructions.

3. Be sure to meet the following expectations.

a. Begin with an introductory paragraph that has a succinct thesis statement.

b. Address the topic of the paper with critical thought.

c. End with a conclusion that reaffirms your thesis.

d. Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7 Quick Guide)

e. Include a separate Works Cited page, formatted according to APA style, 7th edition (not included in page count).

f. Use a minimum of fifteen scholarly research sources (three to four books and the remaining scholarly peer-reviewed journal articles).

4. Submit the completed paper to DIAL.

**Profession/Ministry Description:**

I am a school administrator/principal at a school for gifted students in 3rd through 8th grade.

**Description of the Context of the Selected Event**:

### This Paper will address: Reframing an organization’s perspective by restructuring/reframing

### problem-solving within an organization.

The increasing demand for intelligence, creativity, and adaptability in leaders has led to a rise in behavior among people. High demands and competition in fast-paced organizations significantly impact employees' perception of stability and contentment at work. This is evident in the academic world, where increasing certification and professional development requirements for instructors lead to discontent and chaos. Insufficient delivery of additional work can lead to dissatisfaction and a state of confusion. A good strategy can serve as a roadmap for staying on target. A poorly articulated framework can lead an organization away from its original mission. Reframing or framing an organization’s perspective becomes necessary for problem-solving in an organization. Reframing involves placing a situation in a different frame that aligns with the actual facts, altering the meaning and emotional environment. This successful transformation method allows us to understand the alternative perspective and avoid returning to our previous perception of reality. It is difficult to return to our previous futility and discouragement after someone has revealed a solution. Changing the emotional environment or perspective from which a situation is perceived is an effective reframing technique **(**Watzlawick et. al., 2011).

God's shared grace transforms the world when people carry out their cultural responsibilities (Genesis 1:28). This, in conjunction with God's great commission, assists Christians in expanding the reach of God's kingdom as God uses redemptive activity to change the world.

Throughout history, both religious and agnostic social movements have been influenced by God. He advances the cultural mandate through common grace movements led by worldview leaders in cultural development. Cultures are resistant to change, but they can change under certain conditions. God employs prophetic visionaries to lead Kingdom movements that spark revivals and religious awakenings that have a ripple effect on the development of society. It is the responsibility of Christian educators to teach students from a biblical worldview.

A frame is a cohesive collection of ideas or beliefs that create a lens for understanding social architecture and its implications. It is based on logical pictures but delves deeper to provide a diverse and effective means of understanding social architecture. A structure serves as a framework for achieving an organization's strategic objectives and reflects trust in logic. It aims to reduce personal clutter and increase focus on tasks. Organization is crucial to avoid confusion and maintaining focus **(**Bolman & Deal, 2017).

Framing serves as a mental model used to understand and handle complex situations. The primary cause of cluelessness is not personality or capabilities, but rather an inability to make sense of complicated situations. Enhancing leadership abilities is crucial for a leader's ability to manage an organization's culture and development successfully. Key capabilities, such as intuitive thinking and reflective analysis, are essential for a leader's ability to effectively steer the organization **(**2017).

The framing of rules and policies dictates working conditions, standard methods, and interactions with clients and others. Organizations aim to avoid individualism by handling similar situations differently. Integration and differentiation are central to organizational design, as organizations divide work by establishing specialized roles and functions. Differentiation is essential in intra-organizational communication to maintain fairness and accommodate individual personalities within the organization.

This is shown within educational organizations when the quality of education is harmed by misconceptions and poor communication between teachers and anybody else interested in education. Stakeholders must be aware of their responsibilities, what they do, and what their rights and duties are when it comes to contributing information to education in the form of questions, comments, suggestions, and complaints. Prioritizing ethical principles and functions is crucial while working with the school for all involved. Educational institutions must maintain up-to-date procedures and guidelines to ensure the quality of education. Misconceptions and poor communication between teachers and stakeholders can harm the quality of education. Board members must be aware of their rights and responsibilities when making recommendations, and policies and procedures must be regularly revised. However, this should not undermine the educational program's ethical philosophies and foundational principles **(**Sulthani & Thoifah, 2022, pp.443-451).

Work-related stress affects teachers in various aspects of their workday, including mental health, referring students, and addressing administrative issues. Teachers often face unfair treatment and workloads, leading to exploitation. They must prioritize student safety and take responsibility for their well-being. The demands placed on educators, such as evaluations, testing, and data reports, divert attention from student needs, accurate observations, and effective class teaching. The inability to complete additional tasks due to time constraints further exacerbates the stress. Despite the lack of compassion fatigue among teachers, the demands placed on them continue to cause significant strain and strain on their mental health **(**Farmer, 2020, pp. 41-50).

Misalignments in educational innovation persist despite reform attempts, leading to further disruptions. Innovations fail to find their way to policy and practice without a clear framework and continuous progressive change, resulting in a perpetual catch-up game and fragmentation at various levels. This is evident in schools where new systems are implemented, instructors begin training, but complete support for full implementation is not provided. Teachers have fragmented knowledge or too many sources of fragmented systems, resulting in inventive failure, loss of time and money, and division in cross-organizational systems. Schools often attempt to achieve accreditation status and implement change quickly, but lack full support for school-wide implementation and time frames (Tan et. al., 2021, pp. 1-24).

Engaging internal stakeholders in change processes is crucial in today's dynamic external environment, which is characterized by instability and ongoing shifts. Adopting structural changes for corporate entrepreneurship has both theoretical and practical implications, as constant change without normalization can cause confusion and instability (Chebbi et. al., 2020).

Stakeholder engagement is crucial for supporting companies' operational excellence, strategic direction, and sustainable development. It helps decision-makers work more effectively, create better outcomes, raise equality in decision-making, and test and develop ideas before implementation. Experts emphasize the importance of strategic planning and stakeholder buy-in in organizational development. By listening to and learning from stakeholders, organizations can improve their operations, create better outcomes, and foster equality in decision-making **(**Leal & Brandli, 2016, pp. 335-342).

Human rights, including free speech, enable children to express themselves freely in various aspects of life. Regulations, laws, and international agreements help children access these rights in schools. In an ideal society, children are the most impacted by proposed changes and the main players in recommended improvements. Policymakers, academics, professionals, and school leaders must view children as participants in change, not targets. A stakeholder is a partner, indicating equal decision-making authority **(**Nthontho, 2017, pp.1-7). Schools should be places of democracy where engagement goes beyond sending kids to school, with all stakeholders acting as co-learners and leaders. Children should be encouraged to speak out about their education and have their rights assessed and considered in decision-making and policy incorporations (2017).

University teaching and research are being reevaluated to focus on their impact on the local economy and community. Institutions must develop mutually beneficial relationships with constituents and incorporate their ideas into their management plans. To develop priorities and engagement strategies, institutions must identify stakeholders and their expectations. Market research is crucial for cultivating the concept, and schools must adapt to meet the needs of communities and the evolving economy. However, this must be done without jeopardizing the program's essential missions and dogmas **(**Alves, et. al., 2010, pp.159-181).

The categorization of experiences into various classes forms the foundation of our understanding of the universe. These mental constructions are distinct from actual objects, as their order of reality is distinct from the objects themselves. Material characteristics and meanings and values significantly impact the formation of classes, as well as the physical qualities of things. The meanings and values of these objects also significantly impact the formation of these classes **(**Watzlawick et. al., 2011).

 There is an identity crisis that is triggered by preconceptions, closed minds, and outdated ideas, leading to fear and aggression within organizations. To counteract this, we must broaden our compassion and compassion, and encourage a desire to change our comforts. Organizational preconceptions hinder natural evolutions and changes, while the need to feel correct is an outdated leadership notion that hinders businesses from adapting. By embracing change and promoting positivity, we can create a more inclusive and effective environment for growth and development **(**Jankel,2020).

The essential role of leaders is not to answer every question or make every choice, as they must balance daily obligations, financial and political demands, and crises of purpose and moral authority. Ethics must be established in the soul, with organizations devoted to ingraining identity, beliefs, and values. Each frame provides a viewpoint on companies' ethical duties and leaders' moral authority. Each organization must have a strong sense of its own ethical and spiritual core, serving as spiritual guides for the journey. The leader's responsibility is to establish rules for moral behavior and spiritual direction, rather than providing all the answers **(**Bolman & Deal, 2017).

 Transactional and transformational leadership are two leadership styles that emphasize the importance of stability and risk-taking in organizations. While some groups oppose change, others prioritize stability and the potential for failure. Changing perspectives offers opportunities for innovation and support during times of crisis. Emotional intelligence and cultural awareness are essential for re-framing an organization while shifting viewpoints provide opportunities for creativity. By embracing these leadership styles, organizations can adapt and thrive in the face of change and adapt to the ever-changing landscape (1996). Deep change is essential for organizations to survive and prosper. Organizations must reflect on their workplace culture and determine if they are suffering from a slow and painful death. Continual expansion is essential for a program's well-being and viability, and adapting to the culture of the time is crucial for survival and prosperity. By embracing deep change, organizations can overcome their comfort zones and thrive in the ever-changing organizational culture (Quinn, 1996).

Transformational Leadership emphasizes the importance of change in organizations, as it allows for the release of power and the possibility of failure. This approach allows for innovation and transformation in decision-making, transforming decision-making into a ritual for solace and support. Emotional intelligence and cultural awareness are crucial in re-framing an organization, as shifting our viewpoint opens up opportunities for creativity. By embracing change, organizations can adapt and thrive in the face of adversity.

 An open school climate is a vibrant and active school that meets the social demands of its employees. Teachers and administrators can display leadership in responsible ways, valuing and understanding their viewpoints on the school environment and decision-making. School administrators must provide opportunities for teachers to share ideas and participate in decision-making. A healthy educational climate encompasses a school's characteristics, organization, and values, requiring continuous improvement in flexibility to survive in a social setting (Cui & Ye, 2022). The role of leadership in fostering team success can lead to the emergence of new leadership by creating a team structure and integrating team leadership. This technique requires extensive planning, purpose definition, clear objectives, strategic structuring, and team development.

Motivational Language Theory emphasizes leadership communication for motivating and fostering organizational learning. Improved decision-making, employee satisfaction, and outcomes result from a better understanding of the organization and its climate **(**Holmes & Scull 2019). Marx's ideology theory posits that people's attitudes are shaped by their concepts, perceptions, and values, which in turn shape their reality. This system serves the interests of the dominant class while contrasting with the working class. It deconstructs common-sense worldviews and reveals fragmented realities, such as identifying groups and affiliations. The postmodern theory emphasizes multiple interpretations of "truths" in the context of deconstructing common-sense worldviews **(**Haddad, 2020).

Accountability in education is a common concept in classroom evaluations, but it's not a good guide for improving teaching and learning. Examining debates surrounding evaluation for internal and external goals is necessary before suggesting a different framework with responsibility as its cornerstone. Accountability is crucial for both internal and external framework responsibilities **(**Adler-Kassner & Harrington 2010, pp.73-99). Leaders must ensure a team is ideal, with performance capabilities among members. Time for team members to connect with the company's mission is crucial for achieving desired functional outcomes. Cultivating a team requires time, clear communication, and adjusting job descriptions based on individual skills and capabilities. By allowing team members to develop and nurture their skills and abilities, they will be more satisfied, confident, and ready to lead in their area of competence **(**Morgeson et. al. 2020).

Organizations must construct the future by leaders experiencing new emotions, considering new thoughts, and taking new actions. Instead of addressing Transformational Challenges, teams often deal with technical issues, causing problems to persist. The concept of considering new opportunities and ideas establishes the future of an organization. In education, educators implement fresh curricula to improve student results. Involving students in lessons is the best strategy, as better results result from inspiring them, assisting in mastering executive functioning, and fostering creativity. Examining the same source, such as the curriculum, may lead to a continuous cycle of challenges **(**Watzlawick et. al., 2011).

Reframing an organization's perspective is crucial for problem-solving. This involves placing a situation in a different frame, altering the meaning and emotional environment. This successful transformation method helps us understand alternative perspectives and avoid returning to our previous perception of reality. Changing the emotional environment or perspective from which a situation is perceived is an effective reframing technique.

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