Organizational Dynamics

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1. **Introduction – Describe the expectations of the graduate program and the campus residency component for that course. Summarize the intent of the course, how it fits into the graduate program as a whole, and the relevance of its position in the curricular sequence.**

The course, *Organizational Dynamics*, gives a complete analysis and description of how human behavior interacts with organizational behavior in the workplace between employees and management. The course explains in detail the significance of a myriad of leadership roles in organizations and the interplay of human relationships that comprises the makeup of an organization’s culture. It is critical in any organization that the human dynamics are explored for the sole purpose of building relationships, professional skill, and leading in a transformational way.

Thus, transformational leadership is where a gamut of transformational concepts are implored resulting in innovative changes that strengthens the organization’s culture. For this reason, the role of a leader is pivotal in building or destroying the culture of an organization. The course also taught how leaders are influencers whether they know it or not and how managing people successfully has become the criterion in an organization. Thus, human relations in the workforce through transformational leadership requires a practical and holistic approach that is essential in meeting the physically, emotionally, socially, and spiritual need of an individual.

This is the comprehensive value of the *Organizational Dynamics* course. It coincides with composition of the DSL program which embodies a social network compiled of individual and corporate orientations both horizontally and vertically. This considers, not just a leader as the sole overseer of an organization, but its employees are leaders in their own right as well. As such, a mutual exchange is the goal of such a process.

This formation is therefore extremely important because leaders deal with the whole, and not just parts. The comprehensive design of the graduate program focuses on the sociological which entails the social interaction between individuals and groups, and also a biblical perspective that aligns itself with a Christian spirituality.

1. **Personal Growth - Describe your personal growth–how the course stretched or challenged you– as well as your progress in mastery of course content and skills during the week and through subsequent readings – what new insights or skills you gained.**

Through one of the session and readings, Dr. Grenway talked about Tuckman’s five stages of group development forming, storming, norming, performing, and adjourning which were extremely helpful for my personal and professional life. As I had the opportunity to analyze each stage, not realizing I was implementing each stage often in my profession working in groups with autistic children.

Each specific component helped my personal development mentally, socially, spiritually, emotionally, and physically. For example, working with these children begins being involved with them socially. Establishing relationships are the catalyst for making an authentic connection with them. Some were very slow in being relational, while others made it a point to be relational quickly.

As part of the course, the content videos were terse but inspirational. These videos gave a very inquisitive side into the cultural orientation of human behavior within an organization. For instance, I have grown to know my conscious self a little better through working with these children. Particularly, I saw many of their dire needs live-out in my own life. I was learning from them as much as they were learning from me.

In addition, the course content also gave me a fresh new perspective on the whole idea of transformational leadership.

1. **Reflective Entry - Add a reflective entry that describes the contextualization (or adaptation and relevant application) of new learning into your professional field. What questions or concerns have surfaced about your professional field as a result of your** **study**

I thoroughly enjoyed reading the LDR 813 *Organizational Dynamics Supplemental Study Guide*. The guide contained some useful and relevant information that I have put into practice and continue to put into practice to this day. Particularly, in dealing with leadership, transforming people’s problem, and communication. Thus, my personal growth came in the following three areas while working with social behaviors in autistic children.

First, leadership is about developing a template for modeling. I cannot teach without a template. I cannot learn without a template. I cannot receive from my children without a template. This course led me professionally into a better appreciation for modeling behaviors that were conducive to educating, loving, sharing, accepting, and connecting with children who are in desperate need of finding themselves.

I have learned not to underestimate the power of a group association, and that, belonging to a group is extremely important. Companionship begins with being sociable with others, so that each individual is impacted by the other. It is here where leaders are made.

Second, transforming people’s problems I have learned that social human being are not perfect. Now this may sound simplistic, however, people tend to forget that in any organization where people congregate there will be problems. Thus, how an organization deals with the problem determines to some extent the organizations future. Therefore, the concept of problem solving becomes a crucial element in the managerial process of a company. Problems will come. The task of a leader is to attenuate the magnitude of problems in an organization by weakening its strength and vitality.

Finally, I have learned that communication through oration and writing are powerful tools. In my profession, working with autistic children is very challenging. However, I find that when effective communication techniques are applied children become less indifferent, less distracted, and less vulnerable to founder.

1. **Future Expectations - Continue the journal by addressing questions and concerns you now have relating to the graduate program expectations.**

I believe the graduate program is on task in developing a comprehensive undivided curriculum focused on the centrality of Christ, and how we as Christians are to relate to the societal demands of the culture. I like the future expectation of the graduate program with its emphasis on mentoring and tutoring students to be change agents. In fact, I got interested in the program after visiting the school and was intrigue with the concept of preparing students to change the world.

1. **Conclusion – Synthesize the three body sections above, evaluating the effectiveness of the course in meeting your professional, religious, and educational goals.**

I most admired the value and importance of creating a climate that fosters organizational structure. Professionally, it has helped me to work toward a commitment in seeking ways to improve the working environment, cultivate a sense of purpose, and network with other leaders. The graduate program itself in the last ten years’ has experience a metamorphosis which has been for the better. The program has met the needs of the adults who aspires to complete a holistic education while working. It continues to adapt ways in creating and maximizing the students potential. In addition, I have been able to establish relationships with other peers for feedback and wisdom concerning my doctoral degree work.

Religiously, the importance of spirituality and an interior transformation through a Christian spirituality Christ is the lodestar of the graduate program. A Christian spirituality has helped me to engage in the sacred and secular specific fields of study. I have learned to be a shining light for Jesus in my professional field and accepting his call to a deepening and mature faith.

Educationally, learning from my professors and listening attentively to their wisdom being poured out into my spirit has been gratifying . I have personally grown immensely into a seeker of God, and the desire to be influence others through the gifts God has given me. Moreover, to help others prepare for the world in a relevant way, and aid in solving the problems of the world. In addition, the courses also have helped in improving my thinking, oration, and writing skills.