**To Transform people's problems in organizations**

**LDR 813-42: Organizational Dynamics**

**DSL, Core 4**

**Peter Abraham Airewele**

**Omega Graduate School**

**Course Professor:**

 **James Strecker, Ph.D.**

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**Content Questions**

**Assignment #1 – Course Essential Elements**

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Create a 350-word original discussion paper (with cited sources) during the first week of the term. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

**To Transform people's problems in organizations**

Generally, organizations do not operate independently; instead, they consist of the Sole Proprietor or Founder, Board of Directors, employees, clientele, and customers. People’s problems are complex partly due to the multifaceted organizational cultures and the ensuing cultural diversity where you have people from different nationalities and religious affiliations worldwide. The group dynamics often reflect different personalities, identities, skill sets, and socio-educational backgrounds. The language spoken, religious persuasions, norms, traditions, and values differ. Sometimes, organizations or employees lack cultural communication; they are not exposed to training or policy observance of DEI: Diversity, Equity, and Inclusion. Since the final months of 2020, conservative media, think tanks, and legislatures have engaged in a regressive educational policy campaign to position racial justice as anti-white racism (Crenshaw, 2022; Gupton, 2023). Instead, this regressive education reform movement is a means to silence all types of training and instruction on racial justice and cement racial inequality in American democracy (Gupton, 2023). The GOP Republicans see the DEI as drifting toward woke and the critical race theory, CRT, which they dislike with passion. Other common issues include i) Personality clash and conflict between dominant types A’s and B’s personalities. ii) Employee burnouts, iii) Unnecessary employee competitiveness, iv) Time management issues, v) Domestic abuse problems brought to the office by staff, and vii) Issues between management and staff and the Board of directors. These issues gradually become evident and can be resolved through conversations, training, therapy, and counseling. Bertotti, C. (2017) states that the goal is not to convince or compel them to agree. Instead, the other person should share their views. Maxwel, J. (2018) notes that just talking is insufficient; finding common ground in communication is necessary to connect with others. Sinek, S. (2017, September 21) writes that empathy and often forgotten perspective are two great things a leader should have. The real job is not being in charge but caring for those in our care. Sinek and Maxwell emphasize transformational leadership and practical and emotional communication built on trust and connectivity involving the organization, management, employees, shareholders, government, and the community.

**Works Cited**

Bertotti, C. (2017, July 30). Three tips for encouraging dialogue in a crucial conversation [Video.

Carmazzi, A. (2019, June 21). Creating sustainable organizational culture change in 80 days.

[Video file]. YouTube. https://www.youtube.com/watch?v=r2XE87EoI7M [Time = 23:33] St.

Gupton, J. T. (2023). The End of Racial Justice.

Maxwell, J. (2018, August 16). Communication—A minute with John Maxwell [Video file].

YouTube https://www.youtube.com/watch?v=uVNUAcR51lE [Time = 4:37].

 Simon Sinek (2016). Start with WHY to inspire action (Super Quick. TEDTalks.