Organizational Dynamics

Rachel Gonatas

Omega Graduate School

April 06, 2024

Dr. James Strecker, Ph.D.

 Gripping human and organizational dynamics is crucial to positively influencing a professional area within organizations. By exploring diverse organizational dynamics models, transformational leadership can effectively impact operations, culture, and social outcomes. Additionally, employing conflict resolution strategies, coaching/mentoring initiatives, and personality assessments can effectively tackle issues related to personnel, management theories, group dynamics, teamwork, and the organization's societal interactions.

 Understanding the inner dynamics of any organization is paramount, as well as recognizing that employees are the most valuable resource. An organization that acquires knowledge can modify its own culture, as well as its conceptions of training and development. When leaders learn, they are more effective than when they teach (Solomon, 2018). It is necessary to understand the inner dynamics of your organization. This means learning your organization's culture and all the stakeholders that affect the organization. Both internal perspectives and external perspectives, are imperative to understanding the culture of any organization. Understanding your employees' personal values and the needs of external factors within the outside environment plays into the challenges or needs of those your organization wishes to serve. Conversational interactions and organizational frameworks are essential for meaning-making activities because they enable individuals to comprehend their position in the larger scheme of things. Conversational interactions are often the focus of these exchanges, and it may also be used to characterize complex texts within the structures of organizations (Marsen, 2020).
     Character, a cornerstone of effective leadership, is pivotal in determining the efficacy of a leader's decisions and actions. It impacts many facets - including outlook on the surroundings, interpersonal exchanges, principles, methods of resolving disputes, goals, mode of communication, and attitude towards obstacles. In addition to influencing our values, conflict resolution strategies, and communication, character is indispensable in determining our leadership approach (Seijts and Milani, 2020). Organizational behavior can be improved by focusing on long-term goals and utilizing emotion research. Leaders can redirect their attention from immediate objectives to long-term goals by understanding how emotions influence judgment and choice. By harnessing or releasing the power of emotion, decision-making processes can be optimized, ensuring that organizations consider the influence of emotion in their decision-making processes (Dorison et al., 2019). When organizational stakeholders are valued due to leadership using internal and external perspectives, human behavior within the work environment can strengthen motivation, performance, and leadership.

**Works Cited**

Dorison, C. A., Klusowski, J., Han, S., & Lerner, J. S. (2020). Emotion in organizational

 judgment and decision-making. *Organizational Dynamics*, *49*(1), 100702.

Marsen, S. (2020). Navigating crisis: The role of communication in organizational

 crisis. *International Journal of Business Communication*, *57*(2), 163-175.

Seijts, G., & Milani, K. Y. (2021). The myriad ways in which COVID-19 revealed

 character. *Organizational Dynamics*, *50*(3), 100765.

Solomon, I. G. (1752). The role of coaching in organizational culture: A comparative approach.