Organizational Dynamics

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Professor

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Assignment #1 – Core 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).

Organizations are human systems. Human systems are inherently emotional (Steinke, 2019, p. 13). Whether in families, organizations, or churches, emotions drive interactions and influence outcomes. Any complex change or transition inevitably triggers confusion, resistance, or emotional reactivity. This reality underscores the importance of recognizing that all tension, transition, or trauma leaves behind anxiety, shaping the dynamics of a system. (p. 13). Leaders, therefore, must be equipped to navigate these emotional landscapes effectively.

Steinke sees the most significant factor in determining how a system moves forward is not the presence of anxiety but how it is addressed (p. 13). Differentiated leadership is crucial in this process (p. 75). A leader's ability to regulate their own emotions, rather than being swept of course by the emotional turmoil of others, is essential for success. This begins with taking responsibility for one’s own emotional regulation, ensuring that personal anxieties do not amplify the anxieties of the system (p. 75).

Steinke emphasizes a differentiated leader acts as a non-anxious presence, akin to an immune system that focuses on the underlying emotional currents rather than simply reacting to symptomatic expressions of distress (p. 75). Such a leader does not get drawn into the emotional turbulence of others, either by over-functioning to “fix” problems or by passively avoiding the anxiety altogether. Instead, they help identify and name the sources of anxiety while consistently guiding the system back to core values and long-term goals (pp. 132-136).

Ultimately, the role of a differentiated leader is to provide stability and clarity, ensuring that anxiety does not dictate direction. By maintaining emotional steadiness, they empower others to engage thoughtfully rather than reactively, fostering resilience and forward movement even in the face of uncertainty. In doing so, they transform emotional systems from reactive environments into spaces of growth and purpose-driven action.

WORKS CITED

Steinke, Peter. (2019). *Uproar: Calm leadership in anxious times*. National Book Network.