Organizational Dynamics

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

a. **Asynchronous Cores 2 and 4: Create a 350-word original discussion paper**

**(with cited sources) during the first week of the term.** **Post this discussion in DIAL**

**Discussion Forum. Then, provide two peer responses of 100 words each (total of**

**200 words) in the Discussion Forum.**

* People Problems in Organizations
* Essential Elements of Management Theory and Practices
* Group and Teamwork Dynamics
* Organizations Relations to Society

While each of the four essential elements can be applied to the focus of my DSL project, People Problems in Organizations is the most influential element for this discussion. The focus of my DSL project is the deconversion (i.e., lost faith) of Christian students while attending college. This paper will introduce the people involved in a student’s life, as well as that student’s decisions about their future. The organizations considered are better defined as “groups” because not all are traditional like the church. More are nontraditional such as friends, classmates, and family. Collectively these different people are involved in the future decisions students make. Their influence on those decisions vary, but something to be assessed nonetheless.

The people problems in organizations of concern include: 1) pastors not teaching biblical vocational calling, spiritual gifts, and discipleship, 2) youth groups and how they do or do not think about the future, 3) parents who want their children to be a doctor even if that’s not how God designed the child, 4) school career development programs that cannot assess each child’s godly design, and 5) guidance counselors that recommend a student major in math because they are good at it.

These people groups influence a student’s decision about their college and career as explained by St. Thomas Aquinas College in their 2016 video “Understanding Group Dynamics”. The people problems of concern are the focus of the organization/group and that they are not equipping the Christian students to know their vocational calling or how to disciple others, which leads to their being more vulnerable to deconversion while at college.

Arthur Carmazzi’s 2019 TedTalk, Creating Sustainable Organizational Culture Change in 80 Days tells us leaders tend to focus on the wrong things, which is part of the dysfunction when addressing change (Video File, YouTube). Focusing on the topics Carmazzi outlines can positively help the organization/group improve their influence and equipping of the student, ultimately allowing the student to make better decisions for their future.

References

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

[Video file]. [YouTube](https://www.youtube.com/watch?v=r2XE87EoI7M).

St. Thomas Aquinas College. (2016, October 11). Understanding group dynamics [Video file].

[YouTube](https://www.youtube.com/watch?v=uL6x99-VSBA.).