

DISCUSSION ONE:

Prior to beginning work on this discussion forum, read Part 2: The Model in your course textbook. Pay attention to the material offered about the adaptation theory of business. Offered are three actions deemed necessary to developing a proactive rather than reactive stance regarding change. Critique the offered three steps as to their overall effectiveness in aiding the effort to develop the desired proactive stance.

The following are some items you might want to consider:

- How difficult might it be to obtain the information that will aid the effort to define the current status of the organization?
- How much training, knowledge, and experience is needed to adequately understand the products and services offered, and how are customers and competitors reacting to product and services offerings?
- How much knowledge is required to imagine how the desired change impacts all parts of the organization?
- What is missing from the model, if anything?
- Does Kotter's eight-step model offer anything that aids the effort to develop a proactive stance?

Offer a link to a video or an article that provides additional information about developing a proactive stance to pursuing beneficial change.

DISCUSSION TWO:

Prior to beginning work on this discussion forum, read Part 2: The Model in your course textbook. Pay attention to the material offered in the section of your textbook The Seven Guiding Principles: Recap. These principles are presented as the foundation for a culture valuing intrapreneurship activity.

Review and critique the principles with a focus on the following:

- Are the suggested principles an adequate foundation for an intrapreneurial focused culture?
- Must all organization departments adopt these principles as cultural norms?
- Are operating silos a significant barrier to implementing the suggested principles?
- Would you add anything to or remove anything from the suggested principles?

Offer a link to a video or an article that provides additional information about developing an intrapreneurial culture.