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Submission date: 05-Feb-2021 03:52PM (UTC+0500)

Submission ID: 1502254845

File name: pace_Technology_and_Future_Search_in_An_Organization.edited.docx (21K)

Word count: 1044

Character count: 6296

Open Space Technology and Future Search

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Open Space Technology and Future Search

Question One

The Future Search approach facilitates the effective establishment of a conversation between and amongst diverse individuals to address challenges. When this approach is adopted, the possibility of coming up with the best way forward is higher. The benefit mentioned above for Future Search denotes this approach's usefulness as it enables various individuals to engage each other in detailed and comprehensive discussions (Norum, 2005). Within my organization, the apposite utilization of available technological devices represents one of the primary issues that future search approach can better address. All business organizations that operate in the present century are confronted by the need to invest in technology heavily. As a result, the latter issue is prevalent across all organizations and my organization is not exempted. The organization uses various technological devices to facilitate its workforce to deliver their different duties based on an anticipated efficacy level. However, the organization has constantly met one main issue. More often, it has been established that a section of workers capitalizes on the provision above to carry out their tasks. Particularly, the latter portion of employees switches from organizational tasks to visit other social websites and Facebook during working hours. Besides, it has been discovered that others go to the extremities of engaging in online betting, gaming, and marketing. In other words, the computers and the free internet connection through Wi-Fi technology that the organization provides appear to serve a completely wrong purpose.

Since this issue entails discussions that can facilitate understanding the two sides of the organization's issues, the future search approach could be appropriately and adequately addressed by adopting necessary mitigation steps. My organization needs a shared vision, to enhance that cognizance; the issue future search approach proves great importance hence the most appropriate

(Norum, 2005). In its quest to help formulate an action plan to address the issue, the approach does not result in conflicts. Although the organization's leadership had threatened to suspend employees engaged in perpetuating this issue, it has expressed leniency to a significant level conceivably because they dread losing the endowed staff. In that regard, a guided engagement remains the only approach and by using the future search approach, can realize this.

Question Two

Based on the understanding that organizing a future search conference is an affair, the inaugural planning process will encompass a team of those mindful of the prevailing state of affairs. Consequently, I will task the employees' representative, the organization's finance officer, logistics, and the human resource managers. To help design conference tasks in creating a shared goal amongst all partakers human resource manager will be tasked with guidance provision. I will help verify the significance of the tasks with assistance from the representative of employees. The logistics manager will give a piece of advice on the invited individuals' composition in conjunction with the human resource manager. Lastly, based on the organization's financial muscle, the finance officer will establish the whole conference's practicability. Individuals from all walks will be invited. These individuals consist of professionals, individuals with desired resources, staff, senior organizational administration, community representatives, among other stakeholders accompanying officials from the government. In summation, I would invite seventy participants. Sundry individuals will be invited to ensure participants' diversity is upheld besides safeguarding that the above problem is explored in its wholeness.

Subsequently, the planning process will ensure the desired conference's agenda is predetermined before the actual deliberations. Before the D-day arrives, consideration will be

given on setting clear timelines for discussions and stipulating several quarters to facilitate the engagement. Moreover, the planning process will equally give specified attention to communication to be utilized in the actual conference (Rogers, 2010). All these considerations aim to promote precision and ensure any mix-ups and disturbances are minimized throughout the engagement period.

Question Three

Groups and people within my organization have demonstrated a failure to understand and resolve critical problems constantly; thus, we could use Open Space Technology to address this incapability (Rogers, 2010). Due to failure to comprehend certain issues' implications, managers and staff members have consistently demonstrated an incapacity to deal with these issues. The latter scenario could infer that failure to comprehend diverse issues has, for many cases, lead to an inability to make new decisions. Since Open Space Technology is a stimulated drive amongst different individuals to resolve an identified issue, it could appropriately resolve this approach's complexity. The approach will help participants create and manage their agenda while considering various strategies besides support to help realize the desired outcome (Leith, 1996). Similarly, Open Space Technology offers the participants the liberty to create a responsive agenda to the noted issue without losing the occasion's subject (Owen, 2008). Lastly, the approach exhibits no rigid structure; hence, it will offer the participants the flexibility they require to reflect, inquire, learn, and develop the superlative options.

Question Four

The preliminary ¹planning process for Open Space Technology will entail collective input from the department of quality assurance, staff, the organization's finance officer, logistics, and the human resource managers. Since the conference will be straightforward, it will bring only

these individuals on board and not include any issues or tasks not identified. The conference will be attended by stakeholders counting representatives of the community, consumers, staff, management, and strategic experts. The sum of the guests that will grace the event will be 1500 individuals. It is crucial to have diverse participants since it will enhance the possibility of exhibiting the diversity of opinion and ideas that shall see the best solution established (Owen, 2008). To ensure the event is successful, I address the following planning details: setup of the room, themes of the meeting and their presenters, meals offered to the participant, facilitator's activities during the conference, equipment and facilities' conditions needed.

References

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