

d
by T Z

Submission date: 05-Feb-2021 06:31PM (UTC+0500)

Submission ID: 1502296290

File name: scenario.edited_2.edited_1.edited.docx (27.35K)

Word count: 1213

Character count: 6665

Group Intervention

Name

Institution

Course

Instructor

Date

Group Intervention

Scenario 1

The scenario entails many people who are involved in the development of strategies and solutions. Therefore, open space technology will be the most convenient method because it will enable individuals to form small groups and present their ideas, apprehensions and probable solutions. According to Rogers (2010), open space technology is a practical approach for establishing and successfully administering the meeting because it operates where the work is complicated. Obtaining opinions and ideas from three hundred employees and eight hundred students will be tedious. Thus, to ensure the solutions' effectiveness and include every person's view, the method will be essential.

Leith (1996), states that a powerful way of getting the organization moving forward is by making decisions after reviewing every person's opinion, making it as diverse as possible. Therefore, through the institution's leadership, workers can present their comments to enhance the college and improve the community. Every employee is accountable for ensuring the school progresses safely and they will need to handle their meetings with earlier preparations on the subject.

Individuals can behave differently when open space is created for them; however, it is guaranteed that the most significant problems are presented and addressed accordingly. The vision and extension the institution is willing to move are dependent on their capacity to attain the resolution suitably and solving the issues that affect them. While large businesses have proved the open space technology to be working, executing the approach at an appropriate time can increase competition as other colleges are also enhancing their strengths.

Scenario 2

The CEO should use open space technology to solve the challenges they encounter in the video game company. The game industry is critical and thus the importance of understanding the customer needs. Rogers (2010), argues that open space technology is the most useful method in recognizing severe problems, allowing all employees to present their views and learn from each other by developing practical solutions. The CEO is faced with significant challenges; thus, addressing those issues will establish their success. The meeting will aim to create time and space for employees to participate deeply and creatively around issues that surround them.

The younger game designers have a different technique from the old executives. Therefore, the CEO can use the opportunity to create an open meeting environment that will be intended to encourage the more senior executive marketers and young designers to have a shared input. This will enable all employees to have a shared understanding and eliminate the tension that has arisen. The CEO cannot decide by themselves because there is a need to have a diverse solution to conquer their competitors. Furthermore, the chief executive officer has authority and control over the employees. Therefore, they must follow the rules. According to the scenario, all employees might be right, depending on their perception of the market. However, the meeting's primary goal is to sustain a positive change in the company and increase communication and unity (Leith, 1996). The chance of making the company develop through transforming the game is critical for the video game.

Scenario 3

Two departments in the insurance firm do not collaborate with the sales department in giving out their opinions. Also, the CEO has noticed that there is increased turnover in

information technology and accounting departments. This will only mean that either the CEO is working by favoring the sales department or the decision-making methods used do not include the two departments. Future search methods will be essential to be used in this scenario.

According to Rogers (2010), a future search method is a meeting intended to make all the three departments work together and have a shared future. Therefore, through this technique, all the departments can cooperate and incorporate their opinions and discuss the utilization of every person's proficiency.

The collaboration of employees in attaining a shared goal is critical in achieving productive results. Allowing all individuals to present their views and be listened to will help accomplish this. Similarly, the staff should be allowed to give suggestions on the solutions to problems facing them. The goals are the company's plans, and therefore, the CEO needs to find a suitable location to hold the meeting (Norum, 2005). This is because they need to get encouraged and be inspired in making the plan. The CEO also needs to present to the staff the earlier, current, and upcoming events that will enable them to understand the intervention's significance and make them realize how it can make the company great. Hence, all employees will accomplish all the activities when they invest their energies and deliver what is right for their future. Furthermore, the CEO can inspire workers to share their views and propositions to resolve the issues quickly.

Scenario 4

Open space technology is essential in ensuring a useful working conversation. However, the CEO started an available space technology conference but the concept of informing the employees what he expects after the meeting was not essential. The open space technology meeting comprises of small panels to be done by the employees and thus coming up with

solutions. This is intended to connect the opening among employees and their leader associations to convey the organization into one. Consequently, the CEO did not know about the open space conference, which can threaten the organization and the likelihood of foreseeing the reduction of profits.

According to Rogers (2010), a leader must not inform the employees what they want to hear after the meeting. Individuals will obtain the best solution when they participate by giving their views. This made the employees provide the solution that the CEO was expecting after the meeting. Another source by Leith (1996), emphasizes that open space technology is concerned with every person having an equal jurisdiction environment, and each discussion regarding the possible resolution to the problem is stated.

Moreover, every employee will be willing to excite their leader, which made the staff decide to convey about the topics presented by the CEO. The team did not express essential issues and ideas, leading to more meeting problems due to an unhealthy environment. The results expected may be contrary to what employees want to inform the CEO. Thus, morale-building among the employees is essential in hastening the company's achievement and success. Therefore, as the organization leader, the CEO was required to consult their employees and listen to them and add his thoughts. This will ensure deep learning regarding the problems faced. However, by setting boundaries between them and expecting specific results, he is interfering with the conference. All individuals must attend the meeting to get a diverse solution that is inclusive of everyone's opinions. Also, the work at hand was already discussed by the leader, and thus the upcoming task transformation appeared to be slow from the events that happened at the conference. The CEO can use open space technology if intricate problems exist that need diverse team players in presenting quick decisions.

References

- Leith, M. (1996). Organizational change and large group interventions. *Career Development International*, 1(4), 19-23.
- Rogers, J. (2010). Large group interventions. *Facilitating Groups*. Maidenhead: *McGraw-Hill Education*. Pp. 98-104.
- Norum, K. E. (2005). Chapter 15: Future Search conversation. In *Dialogue as a Means of Collective Communication* (pp. 323-333). *Springer Science & Business Media B.V. / Books*.

ORIGINALITY REPORT

1%	1%	0%	1%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	lib.nypi.re.kr Internet Source	1%
---	-----------------------------------	----

Exclude quotes	Off	Exclude matches	Off
Exclude bibliography	On		