



8-1 Discussion: Organizational Behavior Going Forward

After reading the article "[Let's Drive a Stake In the Heart of the Industrial Age](#)" discuss the following organizational behavior (OB) aspects:

- How do you plan to use the OB tools that you learned about this term to assist the transformational process in organizational models?
- Explore transformational opportunities in leadership models further as discussed in the article.

Respond to two of your peers. Were there any similarities or differences in any of your peers' responses that provide insight to trends in perspectives on OB tools? Did your peers provide any insight into the transformational opportunities you may have overlooked? Explain and discuss with your peers in your follow-up posts.

To complete this assignment, review the [Discussion Rubric](#) document.

Rubrics

 [Discussion Rubric: Undergraduate](#)

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Author First Name A-Z

Overview of a Transformational Leader (SHORT VIDEO)

Karen Goodman posted Feb 22, 2021 12:05 PM

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Hello Class,

Throughout this course, we've talked about different leadership styles, organizational behavior “tools” that leaders can use (structure, job design, leadership's impact on culture, leadership style, etc.) As we have seen, in order to be sustainable, organizations need to evolve. To evolve, transformational leaders are needed.

Here's a short [video](#) from Mindtools.com that covers the basic concepts of transformational leadership...a good synopsis as we close out this class.

Prof. Goodman

Transformational Leadership. (2018). Mindtools.com. YouTube Video. Retrieved Dec. 17, 2018 from https://www.youtube.com/watch?v=_788Rkb0EQA

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8-1 Discussion: Organizational Behavior Going Forward

Alicia Felts posted Feb 24, 2021 8:25 PM  [Subscribe](#)

This class has helped me look at myself as a leader. I was recently promoted to supervisor and gained a new team in the process. Of course, anytime gaining a new team you will always have the “well this is what we have done before with so and so”. I have had to learn to gain their trust and buy in to being able to change. My promotion came just a couple of months before the beginning of this class, so it was helpful to be reading about the different leadership traits and fundamentals in the class. I also just recently had my first supervisors meeting and it was insightful and made me think back to the different weeks when I would hear other managers talk about their teams or their leadership style.

When it comes to business and organizations the biggest constant is change. This article shows how a company can easily ignore the change and try to keep chugging along. Unfortunately, many businesses think they can stay productive and compete against the competitive edge without change. However, it will eventually come to point that change will need to happen in some aspect to allow the organization to be efficient or productive. Applying different types of organizational behavior tools will be key in helping to create that change within the organization. For me, staying in tune with my employees would be one of the key factors for a successful operation. A leader that works with their employees to learn their skill sets, needs, and wants, will be able to better lead them to success for themselves and the company. Staying involved with the employees also makes them feel more valued and important.

Coiné, T. (2015, December 31). Let's Drive a Stake In the Heart of the Industrial Age! Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>

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Last post **yesterday at 10:50 AM** by Karen Goodman

8-1 Discussion: Organizational Behavior Going Forward

Averi Pickop posted Feb 14, 2021 7:02 PM [☆ Subscribe](#)

Hello Class and Professor Goodman,

This course gave me the knowledge and understanding of behavior within organizations, enough to respond to internal culture issues, and enough to create initiatives to motivate and shift organization behavioral models to fit the organization's needs. I also learned how misinterpretation, perception, and miscommunication significantly impact the organization's success and internal culture and can identify negative organizational behavior indicators. I also learned those who have issues with productivity need to be encouraged or need to be removed from the equation, or how crucial performance management is to an organization.

Growth and change are inevitable aspects of our society. Coiné said, "*Change happens as the result of insurmountable market pressure*" (Coiné, 2015). Creating an organization that adapts to change will benefit the organization and those a part of the organization. Through this course and milestone two, I found the transformational leadership model is when a leader can create valuable and positive changes within their employees or organization (Burkus, 2020). It is crucial to maintain "order," but it is also crucial to strengthen innovation, encouragement, open communication lines, and promote a positive internal culture. With that, if the organization is pushed to grow by the needs of the people or market, by utilizing the transformational model, leaders can effectively and efficiently move their organization towards success during growth.

-Averi-

REFERENCE

Burkus, D. (2020, March 18). *Transformational Leadership Theory*. David Burkus.

<https://davidburkus.com/2010/03/transformational-leadership-theory/>.

Coiné, T. (2015, December 31). *Let's Drive a Stake In the Heart of the Industrial Age!* Switch & Shift.

<https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Last post **Tue at 7:17 PM** by

Karen Goodman

8-1 Discussion: Organizational Behavior Going Forward

Camillo Di Lorenzo posted Feb 19, 2021 9:45 AM [☆ Subscribe](#)

When running an organization or working for an organization, one of the most guaranteed things is constant change. After reading this week's article, it showed me how easy it is to ignore changes and giving just the required effort by giving just enough. Many organizations may think that its ok to ignore the changes within the industry, but in reality, staying productive and competing against all other companies within the industry is what needs to be done. If you aren't changing protocols and policies at the times its necessary, you may take yourself or the company a step back. If a business is not changing, while many competitors are something is wrong and in my opinion the company you are working for might not make it. Eventually, there will be a point where the organizations or companies may be forced to make the change or else, they may run out of business. By using the tools that I learned in this course when it comes to organizational behavior, it will be key to help creating the change that is necessary within an organization. I am currently a supervisor for a bariatric group and there is a lot of competition within this specific industry, so in my opinion staying in tune with my

employees will be a key factor on the success of the company that I work for. Knowing your employees and knowing what their skill sets, needs, and wants are will make it easier for you to lead them on the path to success. By being involved with your employees on a consistent basis will show them that you are serious and really value them and appreciate them as your staff. Giving them tools and opportunities to grow as an individual, or even within this company will most certainly provide them trust, respect, and loyalty not just for you but the company as a whole. If all employees are happy, when the change does occur, they will be fully motivated to go with the changes and help grow. Being a leader, you have to be open to change and other opportunities that will help transform you and your staff. If the leader of the organization is not open to this change, the employees working for you will not be on board with change either. When it comes to changes within an organization it needs to happen from the top of the totem pole to the bottom. Employees may actually want the change to transform and grow, but if the leadership above them isn't on board with it then it won't happen. Transformational opportunities are big for the employers and employees and in my opinion needs to be done. The entire organization needs to be on board with this for the change to occur for opportunities to be in play. In the case study we read for General motors, it proved how powerful leadership can be. For the good and bad they can either be a show stopper, or they will guide you to constant success. If you are not a good leader, and want to help expand a company and keep it on a successful track it may crash and burn from trust and a loyalty standpoint as well as a financial standpoint.

References:

Let's drive a stake in the heart of the industrial age! (2015, December 31). Retrieved February 19, 2021, from <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>

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Last post yesterday at 9:17 PM
by Alicia Felts

OB Going Forward

Carlie Ulman posted Feb 25, 2021 9:21 PM  [Subscribe](#)

Hi all,

Congratulations everyone on making it to week 8! It feels like the last 8 weeks have flown by.

In my future career in HR I plan to use the OB tools we have learned about to hopefully smoothly transition to whichever organizational model will fit the organization best. As businesses progress and employees turn over, or management evolves organizational models will also need to evolve. Understanding what drives employees along with what drives culture changes and organizational behavior will be extremely important. It has become very clear to me over the last 8 weeks that one of the most important parts of a thriving business is understanding the organizational behavior and placing value on the employees and how they operate, rather than placing all of the responsibility on management. I hope to be able to work with my future employees and team to use organizational behavior models to create a better work environment.

The transformational opportunities in leadership models in the articles shine a light on the often begrudging change that takes place within workplace culture. There has been an almost reluctance for workplaces to remove themselves from the Industrial Age and move forward with the social age (Coiné, 2015) and I can still see some remnants of this today even 6 years after the article was written. As humans we get so used to doing things a certain way we tend to cling to them, even if something newer is actually better and could improve the quality of the workplace and work produced. As technology advances we as managers need to be prepared to consistently adapt to changes to ensure that we are staying in line with what is best for our teams.

Reference

Coiné, T. (2015, December 31). *Let's Drive a Stake In the Heart of the Industrial Age!* Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Cassandra Miliner posted Feb 23, 2021 6:13 PM

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We learned many great OB tools during this class. I think the one I found the most impactful was how to manage a working class that is comprised of multi generations. You need to tailor your approach to make sure it is being communicated effectively to the individual you are leading while also making sure it applies to the employee's collectively. I think one thing noted when coaching an employee, make sure your feedback is genuine. When you are genuine, it goes a long way. An employee will believe what you are saying. Also, an employee who believes management believes in them is more likely to perform to the companies standards. So when an employee thinks you see potential, they perform to meet that potential. I have already begun implementing this in my day to day life by providing recognition for tasks that I may have seen small prior.

In the video that was provided, she outline four bullet points that is transformational leadership. The one that I caught my attention the most was "Build Trust-Based Relationships. When your team knows you are invested in them and there is a future for them at the company under your lead, you create top performing, reliable and loyal employee's. I think this relates back to what I stated I will be applying from this class. I will provide genuine and regular feedback to my team so they know I have their best interest in mind.

Something I find interesting about this weeks article is that Ted Coine states that wise leaders only change because they have too. I don't necessarily agree with this (2015). While it may be true that humans are not comfortable to change and therefore only change when needing to, I like to hope that good, transformational leaders would continuously look for ways to grow and strengthen their team without needing a push from their workplace culture.

Coiné, T. (2015, December 31). Let's Drive a Stake In the Heart of the Industrial Age! Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a->

stake-in-the-heart-of-the-industrial-age.

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Last post Tue at 6:28 PM by
Sean Black

OB Going Forward

Christine Goutmann posted Feb 25, 2021 8:52 PM [★ Subscribe](#)

I think with the advent of the social age, and the ability it brings more people to connect in more ways, and access more information has allowed things like employer branding to become more of a consideration. More and more employees are able to hold the culture and environment in their workplace accountable, and compare them to others – where their friends, or former colleagues work, or against an image of how they perceive the culture in another company to be. So, it becomes more important to be able to foster a culture of transformational leadership, where employees are empowered, challenged, motivated, etc. A company may not be competing against others only for market share, but also for the best available workers. I think this course has highlighted for me the importance of building and maintaining an organization's culture, behavior, and leadership as well as being open to change and remaining flexible. As important as it is to understand how to make things work, it is equally important to be able to identify when things that may have worked in the past are no longer working. "No, a wise leader only changes because he has to. Because his organization is, as Intel's Andy Grove put it, at a "strategic inflection point," where it is no longer tenable to fiddle around the edges – where the entire competitive landscape has shifted, powerfully and irrevocably." (Coiné, 2014). But on the other hand, how successful could an organization be if they could remain agile enough to be the catalyst of 'insurmountable market pressure', instead of only reacting to it.

I think the case study of GM is a perfect example of how simply 'doing things the way we've always done them' with the least amount of effort lead to a catastrophic and tragic situation. To me, part of being a transformative leader, and fostering a supportive organizational behavior, is being able to adapt to the needs of those you lead, as individuals, and as trends in the workforce shift with generational or societal shifts. This

course has given me the vocabulary and framework to be able to identify and communicate those ideas.

References –

Coiné, T. (2014, September 8). *Let's drive a stake in the heart of the industrial age*. Retrieved from www.webarchive.org

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8-1 Discussion: Organizational Behavior Going Forward

Colleen Kientz posted Feb 24, 2021 10:10 PM  [Subscribe](#)

Hello classmates and professor,

I enjoyed reading the article “Let's Drive a Stake In the Heart of the Industrial Age”. People have been taught over the years to stay with what they were comfortable doing. Many people have been at the same jobs for most of their lives that grew up in the 60s, 70s, and 80s. I grew up in the industrial age, and it has taken me some time to learn how to change with the times. Doing things the old way was always the way to go for most companies and employees. Of course things have to change and evolve as technology and times change. According to the Law of Change, “Change happens as the result of insurmountable market pressure.” (Coine, T., 2014).

There are several organizational behavior tools that I have learned about or had a refresher throughout this course. As a leader, it is important that I am able to connect with my employees and understand them and know what motivates them everyday to do the things they do. Social perception is how one person views others, which can affect the behavior within an organization. A person's perception of their co-workers can affect the motivation on a team and cause conflict. A leader can change the working conditions by having smaller teams where everyone can offer input will help with

the overall output of the team. Cultural perspectives are important by having diversity on the team will bring different perspectives on all levels. As someone that grew up in a generation that did not have a lot of technology, I find it refreshing to work with the younger generation. They teach me current things and I am able to teach them things that will help them as well. There are different motivational theories in the workplace, with the two popular ones being the Maslow's Hierarchy of Needs and the Herzberg's Two-Factor Model. Motivation, recognition, advancement and job satisfaction are a few things that many people look for in their jobs and if they can't find it at one job then they will leave and go find it somewhere else. From experience I see that if I take the time to know my employees, train and develop them, and listen to them they stay with me and move up in the company.

Assisting the transformational process within the organization helps to create a more human environment for the employees and one where they know that they are not just another employee or number. I have always believed that the company's people are the bloodline of the company, and if that gets cut off, then the company would not be able to survive. That is why it is essential to understand your employees and provide a good work environment. A company's mission is the foundation of its values and beliefs and will help with forming the culture. Growth and change are needed for a company to survive in the age of technology. I believe that not every company is the same and depending on the organization will operate under a different structure. If a company can provide proper training and accountability, they will see a difference in their employees.

Transformational leaders lead by example, inspire their employees and those around them, they show empathy, and have a team first attitude. They lead their team and not micro-manage them. Transformational opportunities include personal and professional connections, being a leader and mentor and not just a boss, and work that is based on individual and team goals. As with any organization, their biggest asset is going to be their employees. If they treat their employee's right, train and develop them and give them room to thrive, they will see bigger and better results. I have thoroughly enjoyed this course and have added more tools to my toolbox to take with me in my career. I wish everyone the best as they continue on their journeys. Have a great week.

Colleen

Coine, T., (2014). Let's Drive a Stake in the Heart of the Industrial Age! Retrieved from <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>

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Corrina Connolly posted Feb 25, 2021 9:11 PM [☆ Subscribe](#)

I think that through out the course we were given great information on how organizations run and how different leadership styles can effect the the entire culture of that organization. I feel like a lot of what we were taught could be helpful in may different work centers. Being in the military you always have the three different groups of individuals, the older enlisted members who think they are so much better then all of the younger members because they say they went through so much more when they first started out, then there are the ones who are brand new that feel like they are owed everything and can do what they want, and finally there

are the ones who aren't new but have been in for a while and are just trying to navigate between the two other groups. This course shows us that the different generations in the work force need to learn to mess together to do the best for the organization that they work for and I think that the military could get a lot out of that information. This information could be great when dealing with difficult times in a work center, discussing organizational behavior styles could be helpful when trying to set the tone of the work centers culture.

This weeks article was interesting, it is true as a society we are always revolving and looking for the best new thing. Organizations need to keep this in mind, they shouldn't fight changes but in stead embrace them. Change and growth is in inevitable, but if organizations learn to grow with the changes they may be more successful.

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Last Discussion

Frances Behagg posted Feb 25, 2021 10:48 AM [★ Subscribe](#)

This class has given me different tools to you use and influence my organization. This week's discussion article has even put opinions and theories into a new light. The article explained that we are in the "Social Age", which is very true and even more with the pandemic and the political up rises that have occurred this past year.

My plan to use the knowledge I have gained in this class is to educate others on the importance of organizational behavior and recruiting the talent the organization desires. There are a lot of good ideas and theories that I have learned in class to empower the future in my department.

My organization is not in the social age, a little behind. My upper management dislikes the use of social media but does not understand how it would work better for the department. This past few years society has seen how powerful social media and networking that an

organization needs to embrace the social age because if not an organization can only be hindered by the way the world is moving.

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Last post **yesterday at 4:58 PM**
by Paige Norquay

OB Going Forward

Harli Young posted Feb 25, 2021 8:51 PM [☆ Subscribe](#)

Hello,

This class has been a real eye-opener, and has allowed me to kind of figure out where I stand. I was able to reflect on how my organization works, and see things that I do not agree with within my organization. I want to climb the ladder to a supervisor position, and this class helped me see things that I want to change. I want to be able to be a supervisor that will be able to listen to my employee's concerns and bring them to the top of the organization to see how we can help run our departments better. I want to be a voice for them, and an even bigger voice for the veterans we serve.

Harli

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8-1 Discussion

Jared Sterba posted Feb 26, 2021 12:29 AM [☆ Subscribe](#)

I cannot believe this is the last one in the course, 8 weeks flew by! After reading the article, "Let's Drive a Stake in the Heart of the Industrial Age," I plan to use the QB tools that I learned

in this term to create a work environment that creates and maintains a culture of care. I believe moral and integrity in a company are two very big aspects that drive a company forward. This will overall help and maintain the organizations role. I will use these tools that I have gained to ensure that I am following an appropriate structure per the organization I am serving.

Transformational opportunities in leadership will be helpful when trying to transform the way a leader leads. For instance, my supervisor just got in trouble due to the lack of his communication with other employees. The VP took time to help address the problem, and encourage the manager to do his best to help and communcaite with his employees. Overall this will transform his leadership style.

Let's Drive a Stake In the Heart of the Industrial Age! Switch & Shift. (2015, December 31). <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Last post **7 hours ago** by Alicia Felts

Joe-week 8

Joseph Huckeba posted Feb 23, 2021 11:15 PM [☆ Subscribe](#)

Hello/farewell Class,

It has been an interesting 8 weeks, the two key aspects that I will take with me will be the perceptions and organizational communication.

I just started a new job this week as a CDL instructor and on Monday I was given a class of 6 individuals, 2 are political refugees, 2 are a father son team who just obtained citizenship, and the other 2 have been taxi drivers around Sea-Tac Int Air Port for 23 years. This group of 6 had studied for the written test prior to enrolling into our program so they excelled and were able to obtain their learning permits sooner than previous students. Today was day one of backing maneuvers, being a bit cynical I figured all would do poorly, 2 did awesome the 4 well it was their first time. The 2 that did well were the former taxi drivers, but the most challenging part is the language barrier, English is either a second language or for one of the refugees English is his fourth language. I had a fellow instructor walk up to me and say that I have my work cut out and that it sucks to be me (poor perception on his part), all 6 of my students are highly

intelligent they just need confidence, and time to gain some skills. This takes me back to the NATO joint training days when you have massive military exercises with allied nations, yes most speak English but some not very well but you still have to effectively communicate to get the mission done, and my new role is no different. I also have to keep in mind of the cultural back grounds each of these students bring with them as well as the generation gap. Tomorrow will be an interesting day because they will be in the simulators getting training on double clutching and shifting gears in a 10 speed and a 13 speed.

The goal just like with any other student is to have them trained and ready to take the state CDL test (pre-trip, controlled maneuvers, and Road test) in 4 to 5 weeks. My goal is to apply some O.B tools to better support them.

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Last post **Wed at 7:43 AM** by
Lacey Gagnon

8-1 Discussion: Organizational Behavior Going Forward

Joshua Pruitt posted Feb 26, 2021 1:45 AM [☆ Subscribe](#)

Hi Class!

After reading the article "Let's Drive a Stake in the Heart of the Industrial Age", it reminded me that we are flexible and if there is something new, innovative, and works better than what you had before, you can definitely adapt and make the changes necessary for growth and prosperity. That being said, after learning about culture, motivation, leadership styles, organizational structures, and how all of these factors can influence a business's success. While the GM culture crisis showed us more of the negative aspects of how these factors can influence their company, the time we spent throughout the course showed us also how these factors can be used to benefit a business. Therefore, I feel that the knowledge I have gained from this class will offer me the advantage to more easily spot and react to these factors when they are working against the organization's success by offering solutions to make changes for

the better. The transformational opportunities presented in the article, like I stated above, remind me that we are in a constant state of change and that as a leader, we have to choose the best time to make those changes, and when we do, we can still be sure that the flow of communication from the top down and from the bottom up will remain the same.

Thanks for reading!

It's been a great class!

-Josh

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Last post **2 hours ago** by
Frances Behagg

Organizational Behavior Going Forward

Lacey Gagnon posted Feb 22, 2021 2:27 PM [☆ Subscribe](#)

Happy week eight Professor Goodman and Class!

I have enjoyed this class and I am thankful to have additional items in my toolbox to help me motivate and manage my team. As a group we received knowledge on how to understand and respond to company culture issues, incorrect perceptions and how to navigate different types of leadership models. I am leaving this course with an understanding of how a company's success is truly dependent upon how they treat their internal culture and handle any challenges that they face. I plan to use these tools to keep an open mind and make sure that my own perceptions are not clouding my decisions on everything from hiring/retention to increasing productivity.

This week's article "Let's Drive a Stake in the Heart of the Industrial Age!" was interesting (Coine,2015). I have a hard time with labels for short periods of time in business. Is the industrial age dead or are we just adding more things to it? It seems like we are always trying to get everything to fit into a particular group, mold, or plan. The point of a business is to grow and adapt and I think that is what we are doing with the digital and social additives. Coine references the Law of Change "Change happens as the result of insurmountable market pressure" (Coine,2015). Businesses need to transform under that pressure. Social media is the way of the world, companies can hire, promote product, service customers there. Embracing and promoting the social aspect of younger generations is true transformational leadership!

Thanks for a great class!

Coiné, T. (2015, December 31). *Let's Drive a Stake In the Heart of the Industrial Age!* Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Last post **yesterday at 11:17 AM** by Rachael Sabin

8-1 Discussion: Organizational Behavior Going Forward

Marisol Cavazos posted Feb 25, 2021 11:17 PM [☆ Subscribe](#)

I have seen what change can do to employees when it is forced on them. It is scary, and I believe that was the management's fault. This class has shown me how psychology plays a huge part in the workplace, and how to improve a company's culture also improves employee satisfaction. I know now what type of leader I want to be when the time comes. I want to be the leader that is hands on working with my team not just delegating, and I want to be able to encourage my team to improve their own skills, so that they too can become leaders. I believe that would be so satisfying for me to see one or several of my team members be promoted.

As for the article, I believe change is inevitable and learning how to evolve with that change helps being able to help team member do the same. During the industrial age, I think things were more simple not all these computers and social media. I am sure it was and is scary for people who never used a computer now having to learn how to use email or excel. Leaders should make a plan before introducing change to their team, so that they become motivated for the change. The team needs to buy in, and this is done by open communication and gaining your team's trust. Also hearing what they have and even utilizing their ideas will help them ease better with the change.

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Adapting to change...

Paige Norquay posted Feb 22, 2021 3:48 PM  [Subscribe](#)

Hello everyone,

To start, I plan to use my knowledge of diversity to inspire change in thought. I recently read a disturbing little fact checked blurb on social media about the Coca-Cola company encouraging its employees to be “less white”. The entire management world needs this class right now. Diversity is about supporting differences, enhancing the company culture by allowing the diversity of employees to be appreciated and acknowledged in a positive way, not making anyone be less of anything that they are. I have noticed that throughout this class and the book the point of “perception is everything” is extremely important. Not only for individual employees but a company as a whole. How employees and consumers perceive interactions and company policies has to be positive or the motivation of employees and consumers to support the company will disappear. To ensure that perceptions are positive feedback from employees and consumers is crucial. Noticing when employees start to disengage and turning whatever ails them around is going to be difficult at times, but necessary. Sharing company objectives with employees to ensure that they know why certain policies and procedures are the way that they are, or are changing can go toward creating and maintaining employee engagement. Silo behavior is something that has always been upsetting to me I just never had a name for it. Now, I do, I intend to break down any silo behavior that is noticed to enhance performance, job security and the experience that employees have with one another. Using open systems approaches like mentioned on pg. 113 of our books to increase performance and overall company success, and using forms of leadership that are transformative and supportive in nature will ensure that talent management is not a wasted endeavor, so that the company I work for will be able to keep a qualified, knowledgeable, diversified work force to succeed in business. In short I hope to be the leader that can take on challenges with change gracefully, disseminating knowledge from the modules of this class to my teams in the future.

Moving a company from an autocratic style of leadership to a transformational process is no easy task. Change is almost always difficult because as Coiné states “In a word: habit. Comfort, even. Let’s face it; we humans don’t just change on a whim, just because we feel like it. Most of us... well, we stick with what’s comfortable, what’s “normal” to us; what we’re good at.” (Coiné, T., 2014) To adapt small changes is much more comfortable for individuals. That being said the social age is an adaptation for many that either doesn’t make sense or is uncomfortable for them especially when a company has a multi-generational work force. A company that is supportive of change and already has supportive and transformational leadership styles that support diversity will adapt to any new change readily as will its employees. Open door policies and open communication will go a long way in adapting to not only the current “social age” that Coiné discusses but future changes as well, even through large company changes as in leadership and organizational styles and structures. So many opportunities for employee and company growth are available when transformational styles are adopted in companies large and small. As I have mentioned before I work in a hospital/clinic and I have goals of moving upward in this currently autocratic model of management a huge opportunity that my current employer is missing is the system model by Educba. In this model employees are helped to feel as though they are a part of something bigger and worry less about their own personal achievements. Allowing for a more productive team.

Thank you for reading,

Paige Norquay

References

Coiné, T. (2014). Let’s Drive a Stake In the Heart of the Industrial Age! Retrieved from <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>

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Last post yesterday at 12:49
PM by Frances Behagg

8-1 Discussion

Patrick Dixon posted Feb 25, 2021 11:46 PM  [Subscribe](#)

Hello Class,

I plan to use the OB tools that we have learned in this course in my future career as a healthcare office manager with the Veterans Administration (VA). I have learned several different ways organization's work with their management team to achieve the goals of the company. Another great thing that I learned throughout the course is recruitment styles and how to recognize talent in employees. It is important in the leadership field to understand each individual strengths and weaknesses, and work with them in working towards their goals. I would like to be the type of manager that promotes teamwork with the organization.

It is important for leadership to develop their team. Working towards a strategic goal that would make employees efficient. Focusing on offering each employee a great salary, benefits, and perks that will motivate them to keep working towards the mission, vision, and values of the organization. These are some of the transformational opportunities in leadership.

The transformational process assists with problem solving, conflicts, improving work environments, and create better communication. When reading the article, I understand that the world is evolving all the time. The industrial age was supposed to be over in the 1970. Then it was a transformation to information age, digital age. The world then went social, starting in 2008 (Coine, 2015). Social media plays a role in connecting the industry with a worldwide stage. Managers will need to be well educated on different levels as technology advances.

I really enjoyed the learning in this course!

Reference:

Let's Drive a Stake in the Heart of the Industrial Age! (2015, December 31). Retrieved February 23, 2021, from [Let's Drive a Stake In the Heart of the Industrial Age! \(archive.org\)](#)

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Let's Drive a Stake Final Discussion...

Pedro Gonzalez posted Feb 25, 2021 8:32 PM [★ Subscribe](#)

Hello and until next time class and professor,

With our course, I have gained more insight as to how important the culture of an organization is and should be. My first choice for a bachelor's degree was industrial organizational psychology but with the company that I was working at the time, it would only give me certain options to approve for the tuition reimbursement program so I stayed with business administration and I am glad it also covers the psychology aspect (to some extent) of the importance of keeping the progress flow.

The way I planned to use the OB tools on this class is by first identifying the type of culture that the company has and then from there, apply the time and attitude within the department that I work for if the company doesn't follow through on its mission or vision statements. In the telecommunication industry that I have worked, I have known many bosses and coworkers because once we finish a project, we switch crews and start from scrap again. Recently, I started a new project with a crew that is more oriented into work and making every minute count. There are no silo treatments and it feels like a sense of unity. I know that the company does not see these behaviors because we have a system where the project manager visits us every week or two and the talks are a bit off topic of what is going on with the company. I love my manager because he cares about balancing work and home but there are many more areas that I feel would work best, like getting people more motivated by sharing the vision and mission statement and creating unity among all of us to feel part of something greater. Regardless, like I mentioned before, if the tools are not there, with this course we can create those tools and generate the key factor which I think is motivation. I like buying tools we need for the job on the weekends and tend to buy packs of drill bits or working gloves and what I do when I work with a new apprentice, I tell him about new tools out there and also give them tools that help. This means a lot because I see how they feel a connection among coworkers but also see how their progress and time on things doing changes for the better.

The transformational opportunities in leadership models according to the article, surprise me in a good way because even though we might be referencing to the industry era as models, we see how companies evolve to jump into technology changes and continue to push on through. I was happy to read how our latest challenge is social media because I strongly believe in it. The way of business has taking a huge turn where now companies are selling what consumers want due to their input on comments and the power that influencers have. The power of key point indicators (KPI) on the marketing agenda has opened doors to departments with high tech personnel that probably would have been more challenging to those generations like me that are not too technology savvy. For the leadership styles to be able to succeed, I also believe that we need to be more open minded for changes to be able to adapt and project ourselves as leaders to have the power to motivate employees and ride the wave of challenges that will continue to arise. In many industries we now have the problem of the ecology and lowering emissions and with so many innovations of energy source replacing what the old ways of producing, we will continue to observe more change and it is better to be ready to be more successful and keep up with competitive advantages.

Thank you all for your replies and support. I really enjoyed reading your posts and the articles that our professor suggested.

Take care and until next time!

-Pedro.

References:

Switch and Shift. (2015). *Let's Drive a Stake In the Heart of the Industrial Age!* Retrieved from <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>

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8-1 Discussion: Organizational Behavior Going Forward

Rachael Sabin posted Feb 25, 2021 11:11 AM  [Subscribe](#)

Hello everyone,

After reading the article "Let's Drive a Stake in the Heart of the Industrial Age" and reflecting on the past eight weeks, I would have to say that I have learned the following; first, that multi generational workplaces exist and that we need to learn to deal with many different ages and generations working together. Second, that there are many leadership styles from a visionary to a more laissez-faire type and that we need to decide what type of leader we would like to be.

The article refers to the industrial age transforming into the information age and then into the digital age with leadership changing as the world changed. These transformational opportunities in leadership models were from a more Autocratic style in the industrial age to a more "pace setting" style in the digital age.

References

Coiné, T. (2015, December 31). *Let's Drive a Stake In the Heart of the Industrial Age!* Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Last post yesterday at 4:25 PM
by Paige Norquay

8-1 Discussion: Organizational Behavior Going Forward

Scott Billups posted Feb 25, 2021 11:51 PM [☆ Subscribe](#)

Hello,

Organizational behavior is a fascinating topic to me I that have enjoyed reading and studying during this course. Staying with the old style of leadership and managing today's organizations are the thing of the past. There are a lot of great foundations of how businesses used to be lead that still can be used today, but with the generational changes, and modernization of more global companies, and how organizational models are designed, the leadership environment must change with the times. As I move into my new role as a director starting in a week, I plan to help my managers, and new organizational build for the now and future using OB tools, and studies.

Being able to understand an organization or just overall society change, I feel will transform someone's leadership capabilities. Understanding the environment that we are in and being able to adapt to those changes and evolve our leadership, will help transform organizations and their growth.

Let's Drive a Stake In the Heart of the Industrial Age! Switch & Shift. (2015, December 31). <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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Week eight discussion

Sean Black posted Feb 23, 2021 5:39 PM  [Subscribe](#)

I think using what we've learned in this course will go along way for me. As a key member in a team it was eye opening to see the different types of leadership amongst my coworkers and supervisors. My main supervisor delegated work more, while my foreman was more hands on and willing to work along side you. Since I will be leaving this job after over nine years it will be interesting to see what I'm walking into a different style of leadership and culture all together. This is also going to be a breath of fresh air for me too as I have had a lot of different circumstances go on in the last four months so I hope for the best for myself in the coming months. From the outside perspective in my new job the leadership style seems a bit more lost with no current leader and the lack of leadership is my biggest concern going in so we'll see how it goes.

I have had experience with leadership change in the past and it's something that's inevitable over time. Sometimes change is probably for the best interest of the company. Situations change constantly and it is evident that times change from like the article "Let's Drive a Stake In the Heart of the Industrial Age!", we've gone from informational age to now the social age. Like in the previous discussions when you consider doing a recon on a potential candidate for hiring, social media makes it a little bit easier to see how they could be as a employee and as a person. But with anything you are going to do, growing within and learning how to adapt to situations can be said that organizations can do the same grow and adapt to the times.

Coiné, T. (2015, December 31). Let's Drive a Stake In the Heart of the Industrial Age! Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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by Camillo Di Lorenzo

8-1 Discussion: Organizational Behavior Going Forward

Stephanie Martin posted Feb 25, 2021 7:00 PM  [Subscribe](#)

Hello Class,

How do you plan to use the OB tools that you learned about this term to assist the transformational process in organizational models?

So many things have changed over time in not only the workplace but in our daily lives as well. What I have learned throughout this class is that you need to be adaptable. I have noticed that not everyone's leadership style is the same, not every organization has the same culture. This is important to understand not only because it will help you as an individual to be successful but will create a stable environment for you to grow within an organization. I can say that learning more about the types of change that organizations face opened my eyes in a way that will help me make the transitions necessary to be successful.

Explore transformational opportunities in leadership models further as discussed in the article.

The transformational opportunities in leadership models in this article really shine a light on how much things have changed. They speak about age and how overtime differences were recognized although again leadership is in control of the outcomes.

“Perhaps the Industrial Age was replaced by the Information Age when many of us were still just kids, but management didn't flinch: information technology was easily integrated into the old school command and control leadership.” (Coine, 2015)

I take away from this that leaders need to make changes to the style in which they are comfortable. This is not because they need to in order to do the job it is because they need to in order to manage the change around them. I personally find it difficult to just change your style but you can change your approach and that would lead to great achievements.

-Stephanie

References:

Coiné, T. (2015, December 31). *Let's Drive a Stake In the Heart of the Industrial Age!* Switch & Shift. <https://web.archive.org/web/20160712153323/http://switchandshift.com/lets-drive-a-stake-in-the-heart-of-the-industrial-age>.

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