

Organizations and Members

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Living Inside an Organization



Definition : Organization

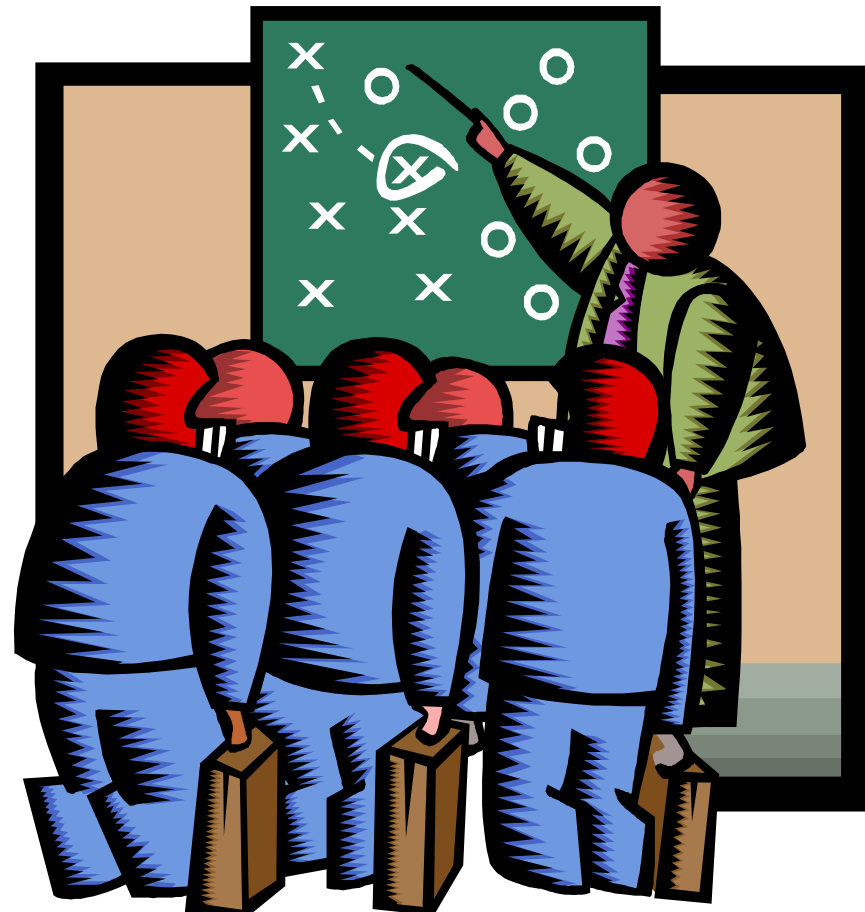
- A social group of 2 or more people that is goal directed and deliberately structured dividing tasks and responsibilities throughout

Change Leader's Outcome

- Effectiveness- Degree to which the organization achieves it's goals
- Efficiency- The use of minimal resources to produce the required outcomes (materials, people, money)
- Performance- The ability to attain goals by using resources in an efficient manner

Organizational Leadership Functions

- Planning
- Organizing
- Leading
- Controlling



Change Leaders Role

- Informational
- Interpersonal
- Decisional



Change Leaders Skill Set



- Conceptual
- Human
- Technical **

Change Brings About a Leadership Revolution

- Global competition
- Downsizing
- Outsourcing
- Political and social shifts
- Diversity of the workforce
- New decision makers
- Product *Life Cycle Management*

Change Ready Organizations

- What criteria do you consider important in a company?
- Why are these criteria important to you?
- Are there specific companies that you might like to work for?

How to Evaluate Organizations

- Forbes “Best Companies”
- Fortune “The 100 Best Companies to Work For”
- Visit prospective companies and go behind the scenes

Fortune: Most Admired Attributes

- Innovation
- Financial soundness
- Employee talent
- Long term investment value
- *Social responsibility*
- *Quality of leadership*
- *Quality of products and services*

Criteria for Evaluating Change Leaders & CEO's

- **Personal**
 - Reality based
 - Forward looking
 - Ethical
 - Willing to admit mistakes
 - Integrity
 - Self confidence
 - Patient
 - Has emotion
 - Interpersonal skills
 - Adaptable
 - Works well under pressure
 - Proactive
 - Trusts others
 - Keeps their word
 - Decisive
 - Caring
 - Intelligent

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