

Self-Organization as a Change Management Tool

Student's Name:

Course:

SELF-ORGANIZATION AS A CHANGE MANAGEMENT TOOL

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In the recent past San Bernardino school district has had to deal with the challenge of employee motivation and communication. These challenges are viewed in the context of self-organization in human systems. Self-organization entails the process through which a system generates novel system wide patterns over time based on the internal dynamics of the system (Eoyang, 2001).

Self-organization is a structural process and it differs from others due to the new patterns not designed and imposed on the system but they are generated by the system's agent interactions with each other over time. This forms the internal dynamics of the self-organizations. While working towards motivating employees in San Bernardino school district, working on the internal dynamics first would be a good start. To motivate employees in any organization, various organs of the organization need to work together. For instance, the management should liaise with teaching staff as well as the non-teaching staff to ensure that they understand what they want to be done to increase job satisfaction. Additionally, parents and government need to be incorporated in the process to ensure its success. This has proved to be challenging in that it is not easy to bring together all the mentioned parties and guarantee success of the process. With the different parties giving different opinions it has not been easy to come up with a concrete solution on the matter.

Similarly, when working towards improving communication between different parties in the organization, internal dynamics need to be worked on. This ensures that there is flow of information between different organizations. It would involve, finding workable communications channels that would ensure information reaches the right people at the right time. Failure to have

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the right communication channels in an organization affects different aspects. For instance, without good communication it would be hard to motivate employees, as it is appropriate because, one does not understand their expectations.

Self-organization may be thought of in terms of iterated activity cycles, the self-organization process of continuous (Eoyang, 2001). This is because new patterns appear at different scales simultaneously- amongst small groups of agents or between two agents located in different parts of the organization or amongst multiple sub-patterns as they come up. Novel patterns appear in different local contexts of the system at the same time. Thinking of the system in terms of periodic iterations makes the process conceptualization simple and this makes the system appear to be moving from one semi-stable state to another. Nonetheless, realistically, the process of self-organizing across the system in general is continuous.

On this note, employee motivation has been challenging the San Bernardino school district, as in many incidences it has not been viewed as a continuous process. Many stakeholders have perceived it as an instantaneous process, which has turned out to be hard to implement. There is need to devise a method through which employee motivation will be seen as a continuous process involving many practices. Additionally, communication calls for coming up with new routines and policies to ensure information is passed effectively. The failure to design new communication channels in line with the changing environmental needs has resulted to poor communication in San Bernardino school district. If these changes are embraced, effective communication will be realized in San Bernardino school district. The changes involve ensuring that there are adequate internal interactions and taking change as a continuous process.

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References

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