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| **MGMT671-1303B-01 Introduction to Organization Leadership and Change** | |
| Task Name: | Phase 1 Discussion Board |
| Deliverable Length: | 400-600 words |
| Details: | **Steps, Roles, & Challenges**  **Primary Task Response:** Within the Discussion Board area, write 400–600 words that respond to the following questions with your thoughts, ideas, and comments. This will be the foundation for future discussions by your classmates. Be substantive and clear, and use examples to reinforce your ideas:  As the director of change management for IronWorX, Inc., this is also your first role as a member of an executive team and as a leader who is tasked to bring needed change to an organization. Your peers welcome you to the team but express apprehension with regard to new initiatives or programs citing that the company has already seen its share of “changes” and with little positive outcome. Despite the impending challenge, you are excited about your new position because you have the opportunity to be a critical part of the company’s future.  Using the library, Internet, your textbooks, and/or other credible resources, conduct in-depth research to gain a high level understanding of the principles, methods and tools used in organizational development (OD) and to understand the steps, processes, or planned change models used by OD practitioners.  To inform your peers about your role and how you will successfully initiate any large-scale changes, discuss the following:   (Post your discussion to the Discussion Board. For full-credit, you must address the following in your posting):     * What organizational development (OD) steps or planned change model would you follow if you were hired as a consultant to help Iron WorX, Inc.? * How will you modify these steps or phases to your internal position of director of change management as opposed to the role of an external consultant? * What are your roles and responsibilities at each stage of a planned change initiative as a leader within IronWorX, Inc.? * What are the disadvantages and advantages of leading and managing change as an internal OD practitioner as opposed to an external OD consultant? * Of all the typical ethical dilemmas that may surface for an OD practitioner, which do you think is the most challenging, and how would you address it? |