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| **MGMT671-1303B-01 Introduction to Organization Leadership and Change** | |
| Task Name: | Phase 4 Discussion Board |
| Deliverable Length: | 500–800 words |
| Details: | **Reminder: Initial Discussion Board posts due by Wednesday, responses due by Sunday**  **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:  Designing and implementing solutions requires a solid understanding of the needs of the organization and of the process of initiating and leading successful organizational change. In the assessment and diagnosis phase, you discovered that data is essential to thoroughly understand the opportunities and problems within the organization and those that affect the organization. In this process, a diagnosis is required to recommend appropriate and effective interventions.  Investigate two possible solutions that you would consider for , Iron WorX Inc. Discuss the specific organizational issue(s) that would be addressed by each one. What issues would each of these initiatives, programs, or interventions intend to resolve? Discuss the level of the organization at which these solutions are expected to have a primary impact. How would you assess the company’s readiness for change? Include in your discussion, organizational factors that may affect the design and implementation of your recommended solutions.  For full-credit, you must address the following in your posting:  · What two possible solutions would you consider for , Iron WorX Inc.?  · What specific organizational issue(s) would be addressed by each one?  · What issues would each initiative, program, or intervention intend to resolve? Discuss the level of the organization at which the interventions are expected to have a primary impact. What other organizational factors may affect the design and implementation of your recommended solutions? |
| Objective: | ** Develop skill in the application of organizational tools and methods to diagnose the functioning of an organization, to develop recommendations for solving problems, and to design and implement, individual, group, and organizational effectiveness.** |