REFRAMING ORGANIZATIONS

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Running and managing an organization, whether a profit or non-profit one, has never been far from maintaining a certain business and aiming for its growth and in the best context, success. However, there comes numerous times where an organization has to face myriads of issues in general concepts such as the complexity of the system, uncertainty among the circumstances, deceptive situations and ambiguous matter that make the process of management hard to perform as what Bolman & Deal (1997) in their Fourth Edition of Reframing Organizations discussed. Digiammarino (2012) enlisted situations where an organization could be subjected for freezing and absolute mismanagement leading to complete ineffective in terms of its members and the system itself. The organization may not know how to address existing issues, may not know where such issue is coming from and may not even know how to create resolution for such. These are the scenarios where the members could conclude that they are really stuck and their capability for probable growth is severely constrained.

These problems may worsen as time goes by. Some small issues may prosper and a certain misconception may develop into complete fallacies disabling the organization to know what is factual or not in terms of finding the real solutions to particular causes. Instead of being able to learn, the team will never attain any learning since they are being misled. It even downgrades the possibility of growing effectively in terms of outputs and planning. Such situations are not new especially if the team has no harmonious relationship and no one is open for the point of views of the other members. Thus is similar to being in a single group hut having different businesses. Consequently, it does not promote any growth as the real focus of the organization is not being highlighted.
Various study suggest that there are instances when all members only allot a third of their concern on the organization's development of solutions and plans which could resolve the complexity of its nature and the rest for the reputation. This is somehow synonymous on how the team should deal with the external and internal factors. Ullah (2019), the organizations may have the difficulty in embracing certain changes and incorporating them and unfortunately, this just makes them more concern about the reputation instead of taking into account more significant matters. In fact, members would first think of what if the organization's name will be stained rather than what actions must be done so it may not lead to the worst case scenarios.

Too many issues and factors contributing negatively to the organization's management call for some solutions that could transform organizational management from impossible development to evidently feasible growth. Waller (2015) suggested that the key to growth is to be in a position to manage the organization through developing processes and systems which target the best interests of the team. In cases such as a guild of educators, it must be the educators' growth and the learners' progress as one which must be the best interest and must be given the full effort to be attained. These key members must also know how to handle the goals appropriately unless they want their efforts be junked after a while. This calls for planning and creation of possible interventions on how the seriously affecting factors may be transformed into keys for complete growth and development. Moreover, effective leadership could contribute enormous amount of progress if attained fully. In addition, frequent communication, planning and personal training for develop could make what seems to be impossible to a real one (Waller, 2015).

To compact these concepts, founding a certain group is already a hard task, and running, maintaining as well as targeting success are harder. There are always interventions that the whole organizations could lean onto in order for problems may be addressed and be resolved immediately. As what organizations must put as their code of
success, openness to new ideas and enhancing flexibility through multiple perspectives are the most substantial keys that could make an organization grow, develop and eventually reach its success.

References:

