

Discussion Board (Example)

The facilitation of the staff meetings in the organization is crucial as it determines the outcome of the meeting. It is recommendable for the staff meetings in the organization to be conducted by a person who has experience and who holds a neutral position. The facilitation of the staff meetings should be performed by the managers. It is the work of managers to encourage the staff to generate various ideas and manage the flow of various ideas during a meeting (Bens, 2012). They should be in a position to intervene if a certain group of staff become dominant in a meeting. They can also intervene if a certain group misleads the other members present in the meeting. Allowing managers or internal managers to facilitate a meeting is crucial because of the buy in during the session.

It will also ensure that the team creating the questionnaire attains the support of both the employers and the employees. If the researchers fail to involve the managers or internal OD in the meetings, they may not be in a state to get the right information by using the questionnaires. This ultimately affects the change processes in the organization. Change in the organization can only take place if there are an absolute enthusiasm and sufficient support. The managers are the persons who can ensure that employees support change and prevent their resistance.

Statement A is a remarkable means of developing differing information types that can be employed in developing the behavioral endpoints of a questionnaire. This is because force field meetings, as well as staff meetings, easily facilitate the generation of viable information from different areas. Once the information is collected, it is combined to develop the behavioral endpoints of a questionnaire. This is the simplest way to collect information and at the same time involve everyone in the organization.

Creating meaningful and long lasting changes in the organization by involving managers and OD staffs has different benefits. Having a meaningful and a long lasting change eases the position of the company in attaining its objectives (customwritingtips, 2012). There are various factors in the organization that can make this a bad approach. First, organizational structures may affect the generation of vital information from certain departments. This is mainly because some departments in the organization may dominate in performance over the other departments. Their dominance may affect the information collected, which is intended to be used in creating a questionnaire.

On the other hand, a dominating department may consolidate almost all the information which can compromise the quality of the questionnaire. This is because the team building the questionnaire may not be in a state to establish those ideas that are important and the ones that are irrelevant. If there is lack of cooperation among members in an organization, it can lead to the generation of the wrong information. This ultimately affects the creation of the questionnaire.