

Change from desire to reality

When the leader proposes a change in the organizational level, he needs to know very well the internal springs that motivates each employee involved in this change. Changing the behaviour of a group can lead to decreases in performance for various periods of time. Learning management plays an essential role in successful change supporting because it provides useful information to the accumulation process and encourages the assumption of the difficult situations' responsibilities. Insufficient preparation can induce individual or group fears that influences the speed and quality. In preparing the change, it's mandatory to use the concrete situation's right leadership. The type of organisation, the size, the moment of changing, the type of the leader, the market reality, the quality of the people involved in the process ... here are some decisive elements that contribute to the successful completion of the change. Building a high performance team to oversee the change requires collaboration and constant communication. Given that power is the ability to influence the others, it is important that the team leader to distribute power in the team which is dealing with change in relation to the competencies of each team member so that decisions are quickly valued. Inefficient management's decisions can lead to genuine organizational earthquakes resulting in loss of control of the organization. When there is a big difference between a set of present events and a set of desired events, change is inevitable. Starting from the observation that in many areas of the company there is a leadership crisis we decided to create a Centre for Organizational Strategy and Leadership at the University of Bucharest (CSOL-UB). We want it to become a true National School of Leadership for the economic, political, social, academic, cultural domain. Based on the results of an assessment that we will make to the socio-economic environment, we will determine the main directions of development of CSOL-UB.

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