

Running head: BREAKOUT GROUP

Breakout Group

Student's Name:

Institution:

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Review: To unearth different information, parents, teachers, and education center manager were interviewed and they all showed responsiveness to the issues raised on them. The expected change in the institution is bound to affect various individuals in the institution. The leaders as well as other members of the institution expressed positive view regarding the effect that was to be brought by the change outcome. It is through the collaboration with different entities that it was possible to determine the major concerns of the change process, which entailed understanding of the required processes and expected outcome. On the topic of employee motivation, there was limited data as this drive had not being initiated before. They only depended on information from other institutions which have executed the process. The broad question focused on what needed to be changed in the organization. The main research question was on how barriers preventing employees from effective performance were to be changed. Additionally, communication between employees and managers was as well addressed. To ensure there was free flow of information from different interviewees, they need to be told the importance of the research and its outcome.

Potential intervention: Involvement of different stakeholders in the entire research process was the intervention chosen to ensure the success of the project. Involving different people affected by the change process is essential as every party will feel to be part of the change process (Levin, 2008). This will reduce chances of negative comments and rejection of the project. Involvedness will also ensure the project is rolled out with ease. In case there are diverging views on the project, it will be easy to control then by teaching the contrary opinions on how they can benefit from the program outcome. Everyone's interest is to be addressed to ensure the project is successful.

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Assess: To carry out the aforementioned intervention, sufficient knowledge on all the involved groups will be necessary. To ensure data is obtained with ease, the right people should be targeted for the interviews. These individuals also need to be acquainted with knowledge on the project so as to appreciate it. Involvedness of various stakeholders is known to increase oneness and corporation in the entire process. The strong point of the chosen method is that it will bring harmony and ease of execution of the project. The disadvantage is that it may take longer time to address the issues at hand. Common mistakes experienced in doing projects of such magnitude can be avoided through involvedness (Tavris & Aronson, 2007).

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Reference

Levin, B. (2008). *How to Change 5000 Schools*. Cambridge, MA: Harvard Education Press.

Tavris, C. & Aronson, E. (2007). *Mistakes Were Made (But Not by Me): Why We Justify Foolish Beliefs, Bad Decisions, and Hurtful Acts*. Orlando, FL: Harcourt.

