



Strategies to Improve Organizational Performance

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to improve Organizational Performance.

How Organizational Performance is measured on the DEOCS:

1. When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.
2. My organization's performance, compared to similar organizations, is high.
3. My organization makes good use of available resources to accomplish its mission.

Strategies

Encourage discussion when task conflict (*disagreement about how to complete a task*) between members occurs.

- Provide opportunities to openly discuss disagreements regarding how to best complete tasks.
- Host mediation discussions when conflicts arise to quickly combat low morale, cohesion, or unit performance.

Promote Unit Cohesion to improve Organizational Effectiveness.

- Facilitate the creation of team goals to increase long term cohesion and group effectiveness.
- Inform members of upcoming tasks to increase trust and communication between members.
- Host social events (ex. group outings and meals) to increase group identity and improve the likelihood members will value diversity and other member's work contributions.

Support measureable and time based standards ensuring team performance and fewer missed deadlines.

- Remind members of important deadlines.
- Prioritize tasks and allocate time for each task.
- Prepare and build in time for contingencies, problems and emerging issues.
- Work with members to set milestones and to measure project progress.
- Collaborate with outside agencies to meet deadlines.

Empower members to make group decisions to improve feelings of competence and performance.

- Delegate responsibilities to subordinates to demonstrate trust and a value of their input.

Additional Resources:

De Wit, F. R., Greer, L. L., & Jehn, K. A. (2012). The paradox of intragroup conflict: a meta-analysis.

Mesmer-Magnus, J. R., & DeChurch, L. A. (2009). Information sharing and team performance: a meta-analysis.

Seibert, S. E., Wang, G., & Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: a meta-analytic review.



- Senécal, J., Loughead, T. M., & Bloom, G. A. (2008). A season-long team-building intervention: Examining the effect of team goal setting on cohesion. *Journal of Sport and Exercise Psychology*, 30(2), 186-199.
- Van Der Vegt, G. S., & Bunderson, J. S. (2005). Learning and performance in multidisciplinary teams: The importance of collective team identification. *Academy of Management journal*, 48(3), 532-547.

