

7 THEORIES TO ORGANISATIONAL EFFECTIVENESS THAT OFTEN GO UNRECOGNISED

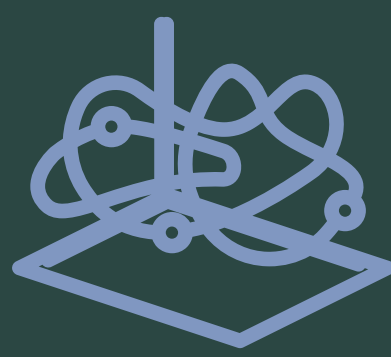
SYSTEM THINKING

This theory focuses on understanding how various parts of a system interrelate and influence each other. It helps in problem-solving by considering the interconnectedness and interdependencies of factors rather than isolating components.



COMPLEXITY THEORY

This theory acknowledges that organizations are complex adaptive systems, influenced by numerous interconnected variables. Understanding complexity can help navigate unpredictable situations and adapt to change more effectively.



EMOTIONAL INTELLIGENCE

Emotional Intelligence has gained recognition over time, its full significance might still be underestimated. It involves the ability to recognise, understand, and manage emotions in oneself and others. It's crucial for effective leadership, teamwork, and communication.



SERVANT LEADERSHIP

This leadership philosophy prioritises serving team members' development and empowering them to reach their full potential. It often involves characteristics like empathy, humility, commitment to serving the greater good, supportive environment, and a focus on collaboration instead of control.



PSYCHOLOGICAL SAFETY

Psychological safety refers to a shared belief within a group where individuals feel safe to take interpersonal risks, speak up, and express their opinions without fear of negative consequences. It's vital for fostering open communication, innovation, creativity, and ultimately high performing teams.



CULTURAL INTELLIGENCE

It refers to the capability to function effectively in culturally diverse settings. It involves understanding different cultural norms, values, behaviours, and being able to adapt one's behaviour and communication style accordingly, which is increasingly important for people and organisations operating in today's globalised world.



APPRECIATIVE INQUIRY

Appreciative Inquiry is an approach to organisational development that focuses on identifying and amplifying the positive attributes of an organisation or a situation. It seeks to unleash the collective potential of an organisation by leveraging its existing strengths and successes, and fosters positivity and collaboration.



THEORY OF CONSTRAINTS

Theory of Constraints provides a systematic approach to improving organisational performance by focusing on the factors that limit productivity and throughput. By identifying and addressing constraints, organisations can optimise their processes, improve efficiency, and achieve better results.



ORGANISATIONAL LEARNING

Organisational Learning theory examines how organisations acquire, interpret, retain, and apply knowledge to improve performance and adapt to change. By fostering a culture of knowledge sharing and continuous learning, organisations can enhance their capacity for resilience and innovation.

