Action Plan for Leadership Change

Student Name

Institutional Affiliation

Course Name

Date

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Action planning is an essential step in ensuring the process for building a better and healthy organization or institution. This resource provides an action plan for the International Students Welfare (ISW) group in the university to improve its leadership style and organization. I am a member International Students Welfare Organization, an organization set up to help international students who are far away from home in every way possible. The group focuses more on ensuring that we, as the international students have the best study environment and a pleasant stay while on the campus for several years. The group also has to advocate for our voice to the relevant authority and the university association at large. Based on the recent progress and organization of the group, I would like to propose a change in the organization and leadership style of the group to ensure that the group can meet its purpose even better. The plan's ultimate goal is to provide the full participation of all members of the organization in the leadership structure.

**Current Challenge**

           International students are associated with numerous challenges and require a lot of advocacy and support from their organizations and welfare. However, we are having a challenge in the management of our organization. The leadership structure is very slim, giving us a hard time accessing the leaders and effective enforcement of various policies and representation to university management and other students' bodies. The international student organization has multiple policies and mandates that are constituted in the organization's constitution. Based on the few leaders in the leadership structure, the leaders are assigned many roles that make it difficult for them to exercise each of them accordingly. Currently, the organization has seven leaders trying to control the whole population g over 3000 international students on the campus. This makes it difficult for most members to access their leaders and air out their grievances to them or proposals. For example, according to our constitution, the secretary-general has twenty-five responsibilities, making it challenging to adhere to all of them.

           There is also no clear channel by which the members can get to their leaders as they only interact through social media and significant events. The organization has a Facebook page and WhatsApp group, which cannot accommodate all the members as there is a limit of the number of members for such groups. The Facebook group has a challenge whereby getting all members online at the same time is complex, and it is also not official, making it to be disregarded by a majority of the members. The organization leaders also lack the proper idea and experience of advocating for our policies and welfare requirements to the management to ensure that we have the best services. In most cases, the newcomers in the university have a challenging time as they are not aware of their representatives. It is, therefore, an essential factor to ensure that we get to the proper leadership structure as proposed in the action plan. Developing this action plan will ensure that these challenges are reduced and, at the end of it all, mitigated for a better future of the organization and provide quality service to the members.

**The objective of the Changes**

The changes and goals are set to improve the workability of the group. The goal is to have a great organization with able leaders who are adequately serving the members. The purpose of this change is to ensure that we can adhere to and work towards our mission statement and vision of the organization. Our mission is able leadership and service to all, while the vision is to create an excellent environment for international students through servant leadership. By implementing these challenges, we will have a great organization that serves its members correctly. Heyler & Martin (2018) states that an organization that serves the needs of its members and not the leaders can last longer and create happiness compared to leadership that is self-centered on the leaders. This was the basis and objective of the proposed changes on the leadership structure and organization.

**Changes to the Situation**

           Based on the above challenges and analysis of the current student situation on the campus, I would propose a few changes to the leadership structure. A good leadership structure should ensure equal avocation of rights, policies, and the subjects mandate in representing their needs (Skendall et al., 2017). The organization's changes comprised a review of the constitution to introduce a new position and the number of leaders in the organization to ensure better services. The development of a new communication plan to the organization is also an essential factor in ensuring that we can easily access our leaders. The leadership should work to come up with an office for the organization to create accessibility by the other members of the organization to the leaders and better document storage.

**Review of the constitution to introduce new positions**

            The review of the constitution of the organization is the first action of change for this process. The review of the constitution is an essential aspect of this change. It would ensure new positions to reduce the problem facing other students based on leadership access and responsibility management. The organization has three thousand two hundred and fifty-six members, but still, the leadership is small, consisting of a seven members’ team. This was constituted during the early times when the organization still had few members on board. Time has passed, and the membership base has grown exponentially. This has rendered the seven-team members few for representing and attending to the members of the organizations on time. This has resulted in a slow and sloppy leadership style that is not a good thing for us. It is about time that new leaders be introduced, and the responsibilities are delegated to other positions for efficient service delivery to its members.

           The objective of constitutional review is to increase the number of leadership opportunities that members have to develop the ability and mission, and vision of the organization. The action's main target is the highly instated members in exercising their leadership skills and propel the organization towards a brighter future. In reviewing the constitution, the current leadership organization will form a team that will go through the leadership activities of the constitution, constitutes a new one that increases the leadership positions from seven to fourteen key positions, and distribute the current roles among the members. There will also be the introduction of delegates to represent the members at the leadership level instead of having all members try and access the prominent leaders. Afterward, an awareness program is held where the members will decide a vote on whether to accept the changes or contradict them and return them for review.

           The process results are an increased number of positions with the addition of gender balance for the international students in the university. The move will be able to see better access to the leaders and improved efficiency in exercising the roles by the leaders in this position. To determine whether the change is working, we will compare the two leadership efficiencies whether there will be an increased number of complaints or satisfaction from the members on the leadership style. We will also check whether the backlog of activities on the leaders will reduce and the timelines of completing the tasks to ensure that the leaders are in the appropriate direction. The review is a long process, but it will be worthwhile to ensure future excellent standards for the organization and incoming new members for the subsequent years. I expect that we will be able to complete the process in four to six months.

**Improving the Communication Pattern**

           The next activity in solving the leadership challenge would be to boost the communication pattern. Over the years communicating with the organization members has been a challenge for the leaders as the number of members has almost tripled in the past three years. In the past, communication was accessible as the leaders would call for in-person meetings. Based on the current numbers, it is quite a challenge to implement the strategy of in-person meetings as it is inconvenient and costly. The best trend to use now for the model would be to implement the technology by the leaders. The use of Facebook, which is the current norm, is unofficial for holding such meetings. It would be better if the student organization leadership would carry out zoom meetings and webinars by using delegates who represent the grievances and needs of the students to the central leadership, after which they will forward to the administration or the relevant authority. The creation of the position of the delegates will ensure that the members can quickly get direct access to their leaders, who will represent them in the meetings. There is no need for in-person meetings for all the members.

           The objective of this strategy is to increase the representation of grievances to leaders by the members. The use of technology will ensure that the leaders stay connected and easily communicate to their members via the delegates. This can be made possible by using WhatsApp groups as each delegate will create one that can accommodate all members, as compared to having all of them in one group and they cannot fit in it. The primary strategy used in enforcing this strategy is using technology and embracing it as it has come out in handy in the current situations in connecting millions of people. Communicating to three thousand members won't be a difficult situation. The organizing secretary will coordinate this activity and ensure that all the members always get the information on time and through the right channel.

           By implementing this strategy, we expect that the members will always be able to get the correct information verified on time. They will also quickly get to their leaders via an appropriate communication channel for better response. A good leadership framework is described as one whereby the members can connect with their leaders most times, if not in all situations (Uhl-Bien, 2021). The implementation of this change should only take a month to implement. The success of this change will be evaluated by how easily the organization members can get communication from the top leadership and how they can also be able to share information with the top management and get a response.

**Leaders Empowerment Program**

           The final action for change will be for the leaders to invest in their empowerment and growth to serve the members better. The leaders need to be exposed to training and empowerment to ensure that they can lead with the appropriate skills. A good leader not only has internal and natural leadership skills but one who has an intellectual mandate too (Howard-Grenville et al. 2017). For this case, it would be great for team members to attend seminars and training on leadership to improve their abilities.

           The objective of this strategy will be to acknowledge and boost the skills of the leadership positions to gain the necessary support for their weaknesses. The activity will also be carried out to give the leaders more voice in controlling the members of this organization and support them in their needs as a welfare organization. Finally, the objective is to provide the leaders with the opportunity to share and learn from other leaders and up their skills. The program can be organized by the student organization president and will not have a particular timeline as training is ongoing. Therefore, it will cover their entire period of leadership regime on specific periods. However, the program should have started by the beginning of the third month after bringing in new leaders. The success of the action will be determined by how the leaders will exercise their skills in serving their responsibilities.

**Conclusion**

In conclusion, the leadership for developing a shared vision must seize the collective mind and begin with creative stress. The above action plan elaborates the route to the successful administration of the organization for great success in the future. All progress in achieving the organization's mission and objectives will be communicated to members and related stakeholders. The organization will provide stakeholders and representatives with the data and any other information they need to demonstrate leadership success. Any events that occur within the association will be consistent with its success goals, and participants will be able to participate. The school will communicate anything that it sees as essential towards students' achievement, organizational and community strategies with stakeholders and representatives.

References

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