



# Administer Organizational Change

Values and their Praxis



# Vision

## ◆ Awareness of Implied Values

- The decision making processes and the consequences of the generated actions are not clearly evaluated in terms of their impact on the person and on the social sphere.
- The incorporation of values into this process is critical to rebuild the integration between individuals and the community
- For individuals to be persons.



# Status of the Organization

- ◆ The organization generates valuation conflicts
  - The measure of the representative value of an economic item (profitability) is higher than the human and social conflicts generated by it.
  - Can I do anything for the sake of "profitability"?
  - Is “profitable” comparable by decision-makers against the absolute criteria “good” vs. “bad”?
  - Is it a new absolute and tyrannical “God”?



# Objectives

## ◆ Our objectives:

- Recreate the option of BEING PERSONS.
- Commit to the process of changing our reality
- Become aware of our reality and the immaterial components which allowed us to become symbolic as HUMAN BEINGS, and integrate into COMMUNITIES creating CULTURES



# Action Plans

- ◆ Install critical debate and constructive consensus in organizations

- Implement the seminar-workshop

- Agree with the participants on their participation and commitment

- Leave the process in progress



# Programming

- ◆ Introduction of coordinators and participants.
- ◆ Introduction of the topic and concepts of the seminar
- ◆ Group dynamics



# Costs

- ◆ Financial

- ◆ Human Resources

- ◆ Time



# Follow-up of the plan

- ◆ The Action Plan must be measured based on ad hoc indicators, which must be periodically developed and determined.
- ◆ Also, the achievements and areas to be improved must be highlighted.





# Close

- ◆ Go back to vision.

- ◆ Ask feedback from participants.