

Case Study #2

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In case study #2, it appears that Dr. Johnson should have been aware of the decline in enrollment and the loss of staff being an issue or concern of the God Bible College beforehand. However, with a change of atmosphere within the staff was crucial to perform administrative duties effectively. Dr. Johnson did address the issue to correct the problem by implementing a growth plan and a student survey. It may have been more effective if he would have periodically followed up on the progression of the staff. The staff members have to be willing to work as a team to prosper the college and the leader must be aware of those that negatively affect the team.

In addition to, leadership, you must be consistently active. It would also be beneficial to have mid and annual reviews of staff personnel. Also, acquire background checks before hiring staff members. Joyce seems to have a serious problem with her soft skills and dedication to the service of the college. He must also have the tenacity to make the necessary changes that hinder the growth of the college. Sometimes fulfilling your job description can burn out an individual. It is important to recognize when it is time to make a career change to prevent dismissal from your job. There was an increase in enrollment after Joyce separated herself from the staff. It may have been more productive to reprimand or dismiss Joyce from the staff due to her performance.

Consequently, I do not think that it is necessary for Dr. Johnson to resign if he is willing to implement the necessary changes in staff and other areas as needed in a timely manner. The reputation of the college is at stake. It is never too late to build but it is a requirement to stay alert to issues that are not productive. Constructive criticism can be a positive strength in one's life when accepted and applied to circumstances that need correction. According to Gangel (1997), as a leader, there must be an adequate staff, in several settings the staff is the life of the organization. This is why whoever is chosen must be done so carefully and be fully trained, which allows for staffing to be of the utmost importance to any organization (Gangel, 1997).

Reference

Gangel, K.O. (1997). Team leadership in christian ministry. Chicago: Moody Press.