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Please complete the following tasks:

1. Research independently the facts surrounding this case
2. Identify one area for improvement in Boeing that needed organizational change. Support your choice based on material from Chapter 14 .
3. Propose a brief plan for an organizational change intervention/initiative to improve the targeted area. Your plan should be grounded in best practices discussed in Chapter 14.

Psyc 303 Chapter 14

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The two crashes evidence showed that the black box data indicated that a system that's designed to help the plane to avoid stalls malfunctioned which contributed to the accident. It seems as if these parts have been faulty or they were designed and certified. Boeing is under financial pressure which impacted and took a toll on the company

The one area of improvement is that the information needs to be disclosed. The information wasn't shared with the FAA and Boeing. Boeing neglected to explain how the MCAS worked. I think it should be a culture put in place so individuals can share the meanings and common ways of viewing events and objects. Also having

socialization gives new employees the awareness of values and procedures of an organization

The Organization's change theory uses the same anchor for a long time. The three tags of change of an organization which consist of unfreezing, changing, and refreezing. When it's unfreezed the individuals are aware of values and beliefs that's held. Also changing consists of adopting new values, beliefs and attitudes. Refreezing stabilization of the new attitudes and values. The Max became an integral part of the global aviation system. The older pilots were able to fly the Max with less training because of their experience which lowered the cost and also time intensive. It is cost effective to train.