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Organizations have a lot of needs and goals to achieve to remain competitive and consistent with their goals and mission. Despite coming up with many good strategies, organizations sometimes face the challenge of maintaining in relation to their goals. In doing so, many organizations often turn to sustainable development as a strategy to achieve their set goals and policies. Sustainability is an action that puts in place strategies that meet the objectives of the strategy and aims to make the organization flexible with the changing business world. This essay will explore how sustainability will be implemented through the position of Director of Sustainable Development (CSO) provided to an individual. Sustainable organization in organizations is a practice usually done by senior management officials and it is carried out by different departments within the organization. However, due to recent changes and challenges such as such financial issues and global climate change in sustainable business is critical in maintaining organizational policy (Phillis). Organizational policies related to the consideration of organizational strategies to conform to current business practices will help the organization overcome business challenges. When establishing the position of Director of Sustainability, the organization should establish this position equivalent to the head of a department. This is very important in that as head of sustainability I have to communicate regularly with the head of departments and the Ceo (CEO). In doing so, I can analyze decisions made by management and make decisions based on strategies that affect sustainability within the organization. The position of the CSO should be equipped between the head of the department and all other employees for this position to play an important role in the announcement of organizational strategy (Froschheiser). As head of sustainability within the organization, it is important to carry out the task of advising the Ceo and the board of directors on making decisions and strategies that will make the organization sustainable. As Head of Sustainability, CSO is responsible for ensuring that the organisation's strategies are communicated to all employees and ensuring that they are well understood. Sustainability is free for organizational strategy and therefore CSO is responsible for ensuring that the organizational strategy is in line with the organization's goals and mission. Within the organization, the CSO is tasked with gathering the ideas and thoughts of all employees about the critical strategies needed to make the organization competitive and overcome the future with ease (Froschheiser). Implementing sustainable ideas an organization with visionary and powerful leaders who can assist in implementing these ideas within the organization. The importance of sustainability is critical within the organization where it helps in arranging organizational goals with organizational values and beliefs. The CSO's position is important as it serves as a bridge between management and other employees in ensuring that communication is critical to making the organization sustainable. Leadership is critical in building a sustainable environment for thriving business activities within an organization. Sustainability includes a variety of leadership activities, production efficiency and improved compliance with environmental and international laws. Sustainability includes the use of new technology in the implementation of business operations and the combination of safe business practice (Phillis). A sustainable organization is one that uses sustainable production methods through the reasonable use of land, air and water to achieve customer needs. An organization needs to have sustainability clauses in its business objectives and strategies. Therefore, it is important to have organizational leaders like CSO who can audit organizational strategies and come up with better strategies. Sustainability ensures an organization can easily anticipate challenges and come up with better solutions to their problems and thus stay ahead of competitors. Sustainability ensures that there is diversification in organizational strategy and organizational activities guided on participation and relationship building (Froschheiser). Sustainability includes the art of learning and therefore sustainable organizations have the ability to manage their strategies through the prudent use of data collected through research and review. Conclusion Organizational skills an organization to achieve sustainability or through its strategies and planning is very difficult. Many organizations do not realize the importance of sustainability and therefore they tend to operate without proper, clear and well-focused strategies. For sustainability to succeed within the organization, a strong leadership and a flexible organizational structure work together within a team to ensure organizational goals are met. The importance of sustainability to an organization's operations requires the position of director of sustainability to oversee all sustainability strategies. Phillis Quote, Yannis. The sustainability of organizations. The Business Thinker, 5 April 2010. Web. <http: businesssthinker.com/sustainability-of-organizations/=>. Froschheiser, Lee. Sustainable business: Strategies to achieve, leadership that makes it happen. n.d. Web. <https: www.mapconsulting.com/=>Cân</https:> </http:>Expository Essay Templates written from scratch by professional special to you? 301 Certified Writers Online Choose a Style Quote: Copy to Copy Clipboard! APA-6 MLA-8 Chicago (N-B) Chicago (A-D) Harvard reference IvyPanda. (2019, November 9). The definition of organizational sustainability. Taken from Work Cited Definition of the Organizational Sustainability. IvyPanda, November 9, 2019, ivypanda.com/essays/organizational-sustainability/. 1. Ivypanda. The definition of organizational sustainability. November 9, 2019. . IvyPanda reference category. The definition of organizational sustainability. November 9, 2019. . Ivypanda references. 2019. Definition of sustainability of the organization. November 9, 2019. . Ivypanda references. (2019) 'The definition of organizational sustainability'. November 9th. Copy to Clipboard Copied! Sustainable organizations are often misunderstood which means mostly financial sustainability. That misconception occurs because, when an organization becomes unsustainable, the symptoms of that problem appear in finance. However, the sustainability of an organization - or the existence or even thrive of an organization - depends more on managing its financial performance. Just like the sustainability of individuals and families, there are many complex and dynamic aspects that must be sustainable within organizations. However, in an organization, there are several key aspects that, if they are well managed, will ensure the sustainability of the organization. Sections of this topic cover key aspects of sustainability of sustainable organizations of for-profit organizations and government --- strategic --- products, Human Resources --- Services and Programs --- Finance --- To develop sustainable organizational plans of nonprofits --- Product --- Strategy, Human Resources --- Services and Programs --- Finance --- To Develop Sustainable Plans Nonprofit Organization Proposals to Address Current Sustainability Issues Learn More in the Library's Blog Regarding Organizational Sustainability In addition to the articles on this current page , take a look at the following blogs that have posts related to sustainable organizations. Scan down the page of the blog to see the various posts. Also see the Recent blog post section in the side bar of the blog or click next near the end of the blog post. The Library of Blog Library Leadership Blog Library Consultation and Development Blog Monitoring Blog Blog also looks at topics related to the sustainable organization's main size library 1. Sustainable Development Strategy Ensuring realistic vision and goals If an organization is trying to do too much, it probably won't have enough resources, including not having enough money to do what it wants to do. One of the most important considerations to have a realistic vision and goals for the organization. If these are not practical, then many of the other activities in the organization will not be practical, as well. The solution is not to keep trying to get more money. 2. Sustainable products and programs - Ensure high quality products, services and programs if your organization does not have high quality products, services and programs, then the participation of customers and customers will eventually decline as will sponsored. That's why it's so important to do a few very good things, rather than a lot of things that are not so good. The solution is not to keep trying to get more money to offset the deficit. The solution is to choose which products, services and programs you can do very well, do them -- and continue to demonstrate your strong results. 3. Sustainable HUMAN RESOURCES - Ensure that personnel can perform efficiently and reliably If your employees do not fully understand their work or do not have the resources to perform their work, then your products, services and programs will not be as effective as they can be. As a result, you will earn less money than you expect or the money you earn will not make much profit. Make sure the staff are fully trained and well supervised. Also make sure that, if a member of the organization can't do his or her job, that someone else can do it in a timely manner. 4. Sustainable finance - Conducting financial reserves and making preventive plans If the above 3 aspects are not effectively addressed, then the symptoms appear in finance when there is insufficient funds. However, there are two financial practices you should do regardless of whether you have enough money, and they include: Achieving financial reserves - obviously this is done over time and before a financial crisis occurs. Make a backup plan - plan for what happens if you get 10% less money than planned for next year and for what happens if you get 30% less. The following sections and links will help you address the above for-profit organizations, nonprofits, or government agencies. Avoid sustainability issues in for-profit and strategic government organizations The following links will help ensure that your strategic planning leads to realistic visions and goals. Strategic Planning In the topic at the link above, be sure to see the following article: How NOT to do strategic planning always first do planning for a Sanity Plan Basics solution in developing a vision statement as a Great Vision and Strategic Vision Statement the basic concept of the action plan (as part of the strategic plan) How to change the plan of sustainable embedding in the organizational culture Sustainable Profit-Driven Values Also consider products, services and strategic planning programs One of the best ways to ensure that they are carefully planned - or reviewed - is business planning. (There is often confusion about the difference between strategic planning and business planning. Strategic planning is being planned for the entire organization. Business planning focuses on a specific product or service.) Different approaches to building products and services (business planning methods are best) Business Planning (For Profit) Program Planning (For Profit) Also consider personnel managing product development programs (recruitment, orientation, etc.) Training and development of employee performance management Also consider personnel resource management Main (For-Profit) Also consider financial management (for-profit) financial management (non-profit) If you resort to trying to get more money, then see fundraising (for-profit) to develop and implement sustainable organizational plans to evaluate for-profit organizations (to identify areas for improvement) Guidelines , methods and resources for organizational change agents receiving professional help avoiding sustainability issues in nonprofit organizations Planning strategies lead to realistic visions and goals. Strategic Planning In the topic at the link above, be sure to see the following article: How NOT to do strategic planning always first do planning for a Sanity Solution Basics plan in developing a vision statement that makes a big vision and strategic vision Statement the basic concept of action plan (such as developing a vision statement as part of a strategic plan) How to change product, service, and program plans One of the best ways to ensure that these are carefully planned -- or reviewed -- is to do business planning. (There is often confusion about the difference between strategic planning and business planning. Strategic planning is being planned for the entire organization. Business planning focuses on a specific product or service.) Business Planning (non-profit) Planning and Program Management (non-profit) Personnel (Recruitment, Orientation, etc.) Training and development of performance management staff financial management (non-profit) If you resort to trying to get more money, then see fundraising (non-profit) to develop and implement nonprofit organizational plans Sustainable Nonprofits Organization Evaluation for Nonprofits (to Identify Areas for Improvement) Nonprofit Capacity Building (to carry out activities to improve areas) Get professional help proposals to address current sustainability issues if you currently have sustainability topics, the following links to resources will be helpful. Your most immediate concern now is that it is very likely that there are not enough financial resources. Keep in mind Financial problems are often a symptom of other causes, which can often be solved by following the instructions in the associated resources from the upper parts of the topic. For now, however, the most likely thing is to address the shortage of financial resources. There are a variety of strategies in the resources from the following links. After resolving financial issues, you should review the referenced instructions from the links in the above sections to help your organization avoid future financial crises. Hints for for-profit business cuts idea cost-cutting ideas for small businesses Comment: Could cost-saving measures for businesses short of dismissing measures to cut costs temporarily violate wages and now the cost-cutting recession law No-Nos may be less product-led to more profitability? In an age of bad economics, should you fire customers? Human Problem Tampering is Business Matters How to Reduce Small Business Costs Why Successful businesses and Failures Proposed for Nonprofits Many of the Problems Faced by Nonprofits Also Face Profits. Therefore, it is useful to consider some resources in the above proposals for profit. What Nonprofits Can Do to Survive Financial Hard Times Nonprofit Survival Tips Cut Costs (these are suggestions for profit, but most apply to nonprofit organizations, too) Succeed through Tough Times Additional Library Resources in the Category of Sustainable Organizations and Changes related to recommended book theme libraries Books