

## 1: Changes in Roles and Relationship within the Family - Essay UK Free Essay Database

*Family roles and relationships affect the grief of its members. At the same time, the process of grieving influence the ways in which roles and relationships are played out in families. This unit provides opportunities to explore the ways in which these interactions take place. We will also address.*

Family Roles are patterns of behavior by which individuals fulfill family functions and needs Epstein et al. Along with roles come certain social and family expectations for how those roles should be fulfilled. For example, parents are expected to teach, discipline, and provide for their children. And children are expected to cooperate and respect their parents. As family members age, they take on additional roles, such as becoming a spouse, parent, or grandparent. Instrumental and Affective Roles Individuals within a family have both instrumental and affective roles to fulfill. Each serves an important function in maintaining healthy family functioning. Instrumental roles are concerned with the provision of physical resources e. Affective roles exist to provide emotional support and encouragement to family members. Both sets of roles must be present for healthy family functioning. In addition, families must also consider issues of roles allocation and accountability. Five Essential Roles for Effective Family Functioning There are many roles within a family; however, researchers have identified the following five roles as being essential for a healthy family. Provision of Resources Providing resources, such as money, food, clothing, and shelter, for all family members is one of the most basic, yet important, roles within a family. This is primarily an instrumental role. Nurturance and Support Nurturing and supporting other family members is primarily an affective role and includes providing comfort, warmth, and reassurance for family members. Life Skills Development The life skills development role includes the physical emotional, educational, and social development of children and adults. Examples of this role are a parent helping a child make it through school, or a parent helping a young adult child decide on a career path. Maintenance and Management of the Family System This fourth role involves many tasks, including leadership, decision making, handling family finances, and maintaining appropriate roles with respect to extended family, friends and neighbors. Other responsibilities of this role include maintaining discipline and enforcing behavioral standards. Sexual Gratification of Marital Partners A satisfying sexual relationship is one of the keys to a quality marital relationship. This role involves meeting sexual needs in a manner that is satisfying to both spouses. Role Allocation Role allocation is the assignment of responsibilities within a family that enables the family to function properly. Families have to make many decisions, often on a daily basis, about who will be responsible for completing a certain task or fulfilling a particular responsibility. For example, families must decide who will take out the trash, who will take the children to school, who will cook dinner, who will watch the children after they return from school, who will work and provide financial support for the family, etc. In healthy families, roles are assigned in such a way that family members are not overburdened. Sharing roles, such as child care, is an important family task. In healthy families, there are procedures in place which ensure that necessary family functions are fulfilled. For example, parents in healthy families understand that they are responsible for disciplining their children. When discipline is needed, they do not hesitate. Suggestions for Developing Healthy Family Roles The assigning and carrying out of family roles can be a difficult task, requiring tremendous effort on the part of individual family members. However, listed below are some guidelines that can help families make this process easier, leading to healthier functioning. Establish Clear Roles Roles should be clearly identifiable. Individual family members must know and acknowledge their roles and responsibilities. For example, in healthy families, mothers and fathers have a clear understanding of their role as parents. They are to provide physical resources e. Families that are having difficulties often find that their family roles are not well defined and individual members do not understand what is expected of them. If these individuals fail to fulfill their roles then other family members might have to do extra work, making them feel resentful and overburdened, thus hurting the functioning of the family. Allow for Flexibility Flexibility in roles is essential in a healthy family. Family roles naturally change over time. They also may change during times of crisis, such as when a family member becomes seriously ill or unexpectedly dies. In the case of illness or death, it is sometimes necessary for other family members to take

on additional roles e. Flexibility in roles is essential in a healthy family. Allocate Roles Fairly In healthy families, every member is responsible for fulfilling certain roles. These roles are spread among the various members so that no one is asked to take on too many responsibilities. Problems arise if one family member is forced to fulfill too many roles. An example of this is when fulltime working mothers are expected to take care of the children and complete the majority of household tasks with little assistance from other family members. If someone feels overburdened and unable to fulfill that particular role, then changes may be needed. In healthy families, children are required to take on appropriate roles of responsibility within the family. Be Responsible in Fulfilling Family Roles Families that function well have members who take their roles seriously and do their best to fulfill their duties. Members who fail to take their roles seriously, or who refuse to carry out their roles, can create significant problems for the entire family. There are many problems that can result from this failure, including behavior problems, depression, and low self-esteem. Focus on Family Strengths Establishing clear, flexible roles is a key to successful family functioning. Research indicates that families who do so will not only be able to deal with everyday family life, but also will be better equipped to handle unexpected family crises. Family Therapy News, In families where clear, flexible roles exist, individual members will be much more likely to take their responsibilities seriously. Family Assessment Successful Healthy families periodically take inventory of their strengths and weaknesses and take steps to improve their home and family environment. In Froma Walsh Eds. Healthy families featured in Washington conference, p. Families and Family Therapy. Reviewed by Novella Ruffin, Extension Specialist, Virginia State University Virginia Cooperative Extension materials are available for public use, reprint, or citation without further permission, provided the use includes credit to the author and to Virginia Cooperative Extension, Virginia Tech, and Virginia State University. Department of Agriculture cooperating.

## 2: Collaborative Justice: Teamwork Exercise: Discussion of Roles and Responsibilities

*An essential element in that relationship is mutual understanding of the roles and responsibilities of the head and board. The classic description - the Board makes policy, and head carries them out - does not begin to describe the shades of gray that lie between the black and white.*

Magazine How to Define Roles, Responsibilities and Handovers Management is a very broad discipline, and a subject that cannot be avoided by anyone engaged in business. It is one of the essentials that must be present if an organization hopes to achieve its goals. One of the basic rules of management involves the recruitment, hiring, training and retaining of the right people as members of the organization. This involves looking into their qualifications, characteristics, potential contributions, and their strengths and weaknesses. But it is actually a much broader view, one that is not limited to just choosing the right people to match the right job. It also involves defining roles and responsibilities, because you cannot match a person to a job without knowing exactly what you are looking for. Think of a man who found out that he just won a tract of land in a lottery. Immediately, he went to a hardware store and purchased the materials he would need to build a house. He knows exactly what type of house it will be and how it will look like in the end. When he arrived at the area where his prized land is located with all building materials in tow he was surprised to find that it was no bigger than a parking space that can fit two automobiles. In short, he immediately took action, deciding the materials without first making sure what the tract of land is actually ideal for. That is somewhat similar to hiring people outright, without first knowing the type of people that you actually need. Defining the roles and responsibilities of members in your organization is important for several reasons: Hiring the right people for the job. From the beginning, having clearly defined roles will enable management to identify the type of people they will need, so they can proceed to targeting and hiring the most qualified candidates for the job. Improved collaboration between and among members and teams within the organization. This also works clearly when you have different groups of people working together. It is not enough that you have clearly defined the roles and responsibilities of each group; you should also make sure that their individual roles are just as definite, since it makes for better teamwork if each employee is aware of what they are bringing to the table and what is expected of them. This will also reduce the possibilities of misunderstandings and disputes, especially those that are related to authority. Development of strong teams. Teamwork is one of the vital ingredients in organizational success, and strong teams are composed of individuals who know what they are supposed to do, and what they are responsible for. If management is able to communicate to its teams and team members their responsibility and accountability properly, then they will have stronger teamwork, leading to higher productivity and better results. Improved overall effectiveness and efficiency. All the above will result in higher efficiency and effectiveness in how the business is run. Finding a good fit or match between jobs and people will lessen and even eliminate errors and mistakes, and improve quality of work. There will be lesser instances of delays and backlogs brought about by misunderstanding when it comes to roles of employees, and they will have a strong sense of responsibility towards their job and the organization. Redundancies are also avoided, and job distribution will be improved. For example, they might discover that one person is currently doing the work of three people, while three people are doing practically the same thing. In the long run, these could result in cost savings for the organization and a more efficient use of its resources. In the end, it all boils down to one thing: For this discussion, we will be focusing on how to define the second item: A role is not a responsibility, and vice versa. Many people mistake a role as the job title, but there is more to it than just a designation. The whole business management process is comprised of different roles. It is possible for two or more people to have one or the same role, depending on what they do. There are roles that are solely focused on the administrative side of things, while others are more on the technical side. Some of the most common roles you will find in a typical organizational or business setup include the Owner, a Business Leader, an IT business leader, a Business Analyst, an IT analyst, and the like. These roles then come with corresponding responsibilities, or the specific results that are expected from these roles. One simple way of stating this is that roles are the general terms, and the responsibilities are the specifics. Management is

responsible for defining the roles and responsibilities within the organization. In some cases, they form teams or committees tasked to do it. They can go about it through various ways, using several tools, depending primarily on the type and nature of the business or the operations of the organization, as well as the goals, but here are some of the common activities undertaken in the process. Look at what you have, and what you need. The first thing that management should do is conduct an organizational audit. One simple way of doing this is to make a list of all the existing staff or employees of the company. Next, create another list, this time enumerating the roles and tasks that are performed in the business operations. Another useful tool is a rough organizational chart, which is useful in analyzing how the different departments or divisions of the organization are connected or interrelated. Now take a look at the current state of affairs in your organizational chart. What else do you need that are not there? What functions are lacking, and in what departments? This will allow you to include positions that you did not have previously but now you realize you need, while removing those that your processes or operations no longer really require. Pay attention to the position description of each position in your organization. Think of the position description as your guide or map, for both the management and the employee to know the direction that they will be taking in their attempt to attain the goals of the organization. The components that must be present in the position description include the following: More than just an official job title or designation, this sums up the tasks, functions and responsibilities of the employee who will be holding this position. These refer to the specific activities or work that the employee will perform. Each position is associated with sets of responsibilities. This answers the question on what are the expected results associated with the job of the one in the position. These lists down the skills, capabilities and capacity that are required to perform the functions and fulfill the roles and responsibilities of the job. Experience and educational requirement. The position may also require a certain degree of background experience or possession of knowledge in a specific field. These must also be set out clearly in the position description. Performance Management and Indicators. It is also important to define how the employee in that position will be evaluated with respect to his or her performance. What are the metrics to be used? What are the performance targets? What actions will be taken if they exceed, meet, or fail to meet these targets? Prepare a final organizational chart. Once the roles and responsibilities of each member of the organization has been clearly defined, it is a good idea to create a final organizational chart, which will also define the relationships between and among all the departments, teams and individuals within the organization. Simply by looking at the chart, the employees will know who they should report to, and with whom they are expected to work or collaborate with. Get the cooperation and approval of management, or those at the executive level. This is especially important if the organization assigned the task of defining roles and responsibilities to people who are not at the executive level. They should be agreeable to the methods you used in assessing the current organizational structure, and your proposed changes, if any. Communicate the roles and responsibilities to the employees. There is no point in defining the roles and responsibilities if the employees are not made aware of them. Each employee should be clearly made aware of what is expected of him or her. This can be done through various communication methods, such as direct conversations with the concerned employees, group workshops and trainings and other similar activities. Often, problems are encountered when tasks are handed over from one person to another, or from one team to the next. When the handover is done improperly or with problems, friction frequently results, and efficiency and effectiveness of everyone involved will be greatly affected. Turnovers are inevitable in an organization. You cannot expect one person to be staying in one position forever, performing tasks and functions for a very long time. They grow old, they retire, they move up in the organization, or they seek greener pasture elsewhere. One of the most common problems encountered in these cases is the transition, particularly with the handover of tasks and responsibilities. Another person will take over the position and the role, along with its responsibilities and accountabilities. Now the problem often encountered is improper handover of projects or responsibilities. There may not have been even a transition period where the person coming in is allowed to learn the ropes or familiarize himself with the responsibilities of the previous person. There is a domino effect of this event happening. Team dynamics will certainly be affected, and so will the flow of work. Delays are probable, and productivity will be reduced or adversely affected. Therefore, it is also important to handle these handovers

properly. The following measures will help ensure a smooth handing over for all parties involved. The persons handing over their roles and responsibilities should ensure that they:

- List down all the activities, projects and tasks that are currently being worked on, and will have to be handed over. List them down in order of priority, from the most important to the least important. They should contain all the relevant details; for example, if they are time-bound projects, include the deadlines, progress of work so far, the budget, and the people involved, whether directly or indirectly, in its implementation. Other details that must be included are: The positions and names of co-workers that you interact with in the process of carrying out your tasks The names of other individuals and entities outside the organization you interact with in carrying out your tasks The chain of command that the person you are giving the handover to will also be under once the handover is completed

Coordination must be between the person handing over the responsibilities, the team leader or immediate supervisor, and the person who will be receiving the handover. You will all have to agree on a time that is most convenient for the one doing the handover and the one receiving the responsibility. During the actual agreed upon handover, make it as detailed as you can.

## 3: Unit 6 -- Roles and Relationships

*Shifting roles, responsibilities and relationships By Richard Fry The census data point to a slowly developing but large shift in the roles, responsibilities and focuses of young adults that has led to significant changes in living arrangements.*

Indicates whether to run in proof or final mode. Proof mode does not commit records. Password Change Frequency For a given user, this option determines the maximum number of days before the system requires a password change. Allowed Attempts The number of times that users can unsuccessfully attempt to log on before their JD Edwards EnterpriseOne account is disabled. Daily Password Change Limit The number of times that users can change their password in one day. Because the last ten passwords of a user are stored in the BLOB, it is a security hole to allow users to change their password as many times as they want. If users want to keep their current password, they can change it 11 times in one day so that they are not back to the original. Force Immediate Password Change This option requires users to immediately change their password. You might not want to set this option for all users. It should finish quickly. Verify that the values are correct. The Windows client and Web client differ as to how they use the role sequence to determine which security record is applied. The Web client only checks the first role in the role sequence to determine the security for an application, form, column, row, and so forth. This is an example of duplicate security records in which the JD Edwards EnterpriseOne Windows client is forced to use the role hierarchy to determine which security record to apply: Because of the conflict in security between these two roles, JD Edwards EnterpriseOne uses the information in the role sequence to determine which role to use for security. If Role 1 was higher in the sequence, then the security for that role is applied. In this same example, if each of these roles had different security records for the same security type, the system would apply the security as defined by both records. For example, if Role 1 does not allow users to view column A and Role 2 does not allow users to view column B, the user would not be able to view either column on the form. This is recommended if you are migrating from the Windows client to the Web client. Select a role from the tree structure and drag it to the point in the sequence that you want. The system checks the sequence of roles in descending order. After you have set the order that you want, select Set Sequences from the Form menu and click Close. If you decide you do not want to change the sequence, select Close Without Set from the Form menu and click Close. Select the Roles Only option and click Find. The Both Users and Roles option also enables you to perform the same task, although the Roles Only option is the simplest way to add an environment. Select a role from the detail area of the grid, and select Environments from the Row menu. In the Environment column, click the search button to select an environment, and then click OK: If you want to change an existing environment for a role, enter a new value for the Environment parameter and click OK. Select a role, and then click Select. On the Business Preferences form, click the search button in the Industry Code field to associate the role with a specific industry, such as manufacturing. In the Business Partner Code field, click the search button to associate the role with a specific business partner. In the Customer Code field, click the search button to associate the role with a specific customer. Complete the User field and click Find. Select a role from the Available Roles tree control and click the left arrow button to add it to the list of assigned roles. Enter an expiration date in the Expiration Date field, if one is needed. The role will expire at the beginning of the day of the date that you enter. The role will not expire if you do not complete the Expiration Date field. The chosen role will be the only active role during that session. From the Form menu, select Enable Role Chooser. To enable users to filter menus by role in the EnterpriseOne Menu, select the "Choose role on Menu Filtering page" option. When enabled, they apply to all users in the system. From the Form menu, select Distribution Lists. To add a role to the distribution list, select a role from the Available Roles tree control and click the left-arrow button. On Role Revisions, complete these fields and click OK: Effective date Enter an effective date if you want the delegation to occur at a date other than the current date. To remove a role from the distribution list, select a role from the Assigned Roles tree control and click the right-arrow button. JD Edwards EnterpriseOne does not currently support multilevel roles. From the Form menu, select Roles Delegation. The roles of the user who is delegating appear in the Available Roles tree control. The roles of the user who is being delegated to appear in the Assigned Roles tree

control. To delegate a role, select the role from the Available Roles tree control and click the left-arrow button. Complete these fields and click OK: You can use the right-arrow button in the Work With Delegation Relationships form only to remove a role that you delegated to another user. If you try to remove a role that you did not delegate to the user, the software will display a dialog box notifying you that the action is invalid. You can copy as many records as you want at one time. Access the Work With Role Relationships form. From the Form menu, select Add Roles to User. Complete the User ID field and click Find. Select the roles that you want to add to the user and click Select. Hold down the Control key to select more than one role to add. On the Role Revisions form, complete these fields: Effective Date Enter a date if you want the effective date to be different from the current date. Expiration Date The role will expire at the beginning of the day of the date that you enter. If you are adding more than one role relationship record, complete the Role Revisions form for each record that you are adding. Select Add Users to Roles from the Form menu. Complete the Role field and click Find. Select the users that you want to add to a role and click Select. Hold down the Control key to select more than one user to add. In the Role Revisions form, complete these fields: If you are adding more than user record, complete the Role Revisions form for each record you are adding. On the Copy User Roles form, select one of these options: If you want to view the descriptions of any role in all the languages into which it is being translated, use the Work With Language Role Description form. Select the Roles Only option. The Both Users and Roles option also enables you to perform this task. Select a role from the detail area of the grid and select Role Description from the Row menu. To add a language to a role, click Add. On the Language Role Description Revisions form, in the Role field, enter the name of the role to which you want to add a language. In the Language field, click the search button to select a language from the list of supported languages. Enter a description of the role in the Role Description field, and then click OK.

### 4: Working with User and Role Profiles

*AITSL New role, new relationships 1 The Leadership Scenarios Principals have a key role to play in making a difference to the lives of young people and to society.*

Roles in Families "The world is a stage and we are but players Family roles serve as guidelines for behavior and involve position, status and tasks that contribute to the maintenance of the family. While the roles we play restrict what we can do in different situations, they also make it easier to know what is expected of us. If I was to ask you to draw up a list of family roles, you likely would start with clearly identifiable kinship roles like: Loss affects assumptions we hold about role performance, as we see with parents parents who find that they are unable to protect their child from harm or watch as their child engages in self-destructive behavior. Another way of looking at roles is in terms of the functions they serve: For the family to operate after a loss, roles have to be reallocated, that is, they must either be reassigned to another family member or the functions of those roles must be taken over by others in the family. As we saw in Unit 2, the tasks necessary for families to adapt to a loss included reorganization and reinvestment in a revised family system and an important aspect of that is role performance reorganization. After a loss, the patterns of role performance that the family maintained before the loss will be the initial starting point after a loss. If these patterns are ineffective for maintenance of the family, pressures will arise on family members to revise their role performance and to "fill gaps" left by the absent family member. Roles will be redefined for the family members, based on the distribution of power in the family and the perceived needs and strengths of individuals. Roles, such as the griever role, along with related expectations are triggered by the loss, and these can cause tremendous conflict in families. Members of the families will experience their grief at different times, in different ways. At the same time, one or more of them may feel they should grieve in the same way, may compete with each other, may feel a need to protect others, or may feel the best way to cope with loss is to withdraw. One couple I interviewed provide a good example of the conflict in role expectations. Each of them had expectations of how the other should grieve--based on their observations of their own parents. The wife expected her husband to act like her father would in a loss while the husband expected his wife to act like his mother. Both of them felt as though they were being reasonable and could not see why the other was being so unreasonable. In the reading by Rosenblatt on the social context of private feelings, he discussed interactive role performance in families. He indicated that, in a crisis, as when an identifiable loss occurs, the family often comes together to provide mutual support, solidarity, and practical assistance to each other. Family members may feel contradictory pressures as they try to meet the expectations of roles, while their resources become more and more limited. For example, as they grieve their own loss, family members may feel a need to act as comforter to others in the family. They may also find themselves competing for the role of the most deserving of support, as when the bereaved mother of a deceased man and his widow compete for the role of "having suffered the most. They are interactive with relationships in the family. We relate to each other in the context of roles; role expectations are based, at least in part, on relationships in which we are involved. Relationships and Grief As researchers and as service providers, we have a tendency to "atomize" families. By that I mean we look at the impact of loss on nuclear, and to a lesser extent, on the "stem,"i. Yet, contrary to a modern American image, most people in the US live in modified extended families, that is within 50 miles of at least one member of their extended family. Many cultural groups in the U. We discussed this in greater detail in Unit 3, which is on Culture. Keeping these ideas in mind, however, you might want to maintain this broader picture of "family" as you continue think about the nature of family relationships and the family system. Relationships after a loss are multiple and complex. They evolve as new information is gathered and novel emotions are dealt with. Because grief is a long-term process, relationships will continue to change long after an initial loss has taken place. Relationships also are imperfect. We can never have a complete understanding of another person, nor can that person have a complete understanding of us. However, by interacting with each other, we develop a sense of shared knowledge and feelings. With the loss of someone significant to us, we may feel that the relationship with that person has ended, yet we have an internal relationship with that person

and that relationship can evolve and change. With a loss of a single individual, more than a single relationship is affected. At minimum, the bereaved must contend with changes in: They must consider the relationship, as they recall it, that existed before the loss, as well as their relationship after the loss. Again, they must consider the prior relationship and that which comes into existence after the loss. Expectations about how others ought to behave may become more of an issue at this time. These relationships are important for the bereaved. People who are isolated are less successful in dealing with loss. Triangles among the individual, the deceased, and others may come into high relief in this process. A common belief about grief is that, the stronger the relationship, the greater the sense of loss and the more intense the grief. An example of a nonrational perception can be seen in the statement made to me by a mother whose daughter died of a genetic disorder, "It was my genes that killed her. I should have known. I should have checked. Mothers should know these things. An important point about the nature of these close relationships is that they do not need to be warm and close. The "baggage" of a close, conflicted relationship predicts a more difficult grief resolution. The relationship can not be repaired by mutual effort, leaving the bereaved with issues that are not easily resolved. Just as bonds continue beyond death, they also begin before birth, and in some cases, before conception. There is now substantial information to support the idea that the death of a child in pregnancy affects family interaction. The replacement child phenomenon is another way in which bonds can transcend time. In this case, a child born after the death of another child is expected to behave as the other child would have. Bonds formed in loss also can become a family theme. Much work has been done to document the intergenerational transmission of unresolved grief that resulted from losses that resulted from the Holocaust. Rosenblatt in your reading on the social context of private feelings, described the natural tendency of family systems to attempt to return to the previous relationship system after a loss, with a concurrent reduction in the ability for the family to maintain the system. Thus, although the natural tendency of family members is to turn to others in the family for support after the loss, support may be difficult to maintain. This is because other family members are already experiencing their own grief--and may also expect to receive support. The end result may be that they grieve the original loss and the loss of the family system they knew and believed they could depend on. One common result of a loss is the isolation of the bereaved. In some cases, this is a self-induced. In other cases, they will be isolated by others in their social network. This isolation may, in fact, be unintentional, a byproduct of people, unsure of how to respond, attempting to respect the privacy of the bereaved. They may also blame the bereaved for their loss state. An irrational fear of contagion may also contribute to the isolation. Remember from Unit 5, the superstitious image of adults fearing discussion of death. Bereaved individuals can be hyper-sensitive to comments of others, seeing them as unhelpful, possibly even accusatory. This may also be intentional or unintentional. It may be that whatever the intent of the potential helper was, the bereaved will hear a negative message. Curiously, unhelpful social support may ultimately be helpful, if the bereaved individual is able to use it in a positive way. One example of this is seen in a woman I interviewed who had lost her fourth child, also her fourth son, six weeks after birth. But then, she said, "But, you know, it was good. But I could hate her. It may be, as Rosenblatt et al. The situation is never easy, and the grief of one can set off the grief of others. At the same time, they may also give each other a sense of perspective on the loss that they may not be able to get anywhere else. If they are able to move beyond their relationship "baggage" and do not depend solely on each other, they may find that their relationship is enriched by their mutual loss. Advice for Supporters Acting as a supporter for the bereaved is difficult and confusing. In the reading, *Helping a Friend in Grief*, a list of guidelines is provided to you. The following list dovetails nicely with that list. It was offered by people I have interviewed in my research, who were asked what advice they would give to potential supporters of bereaved parents: Let people talk about the loss. Let them talk about the loved one who has died. They will not "think about it more" if you talk about their loss. They will think about it anyway and will feel alone in their grief. Do not offer advice. Unless you have been through the same type of loss and have a similar approach to life, your advice may have the effect of making the grieving person angry, judged and frustrated. To be supportive, you do not necessarily need to talk. Just being there, comforting with your presence, can be helpful. This is easier to do at the time of the loss, but you need to remember to be available, to "touch base" six or eight months later when the reality of the loss and the sense of "aloneness" may become

overwhelming. Offer to help with tasks. Simple things like cutting the grass or cooking a meal may seem overwhelming after a loss. Grief is exhausting and what seemed simple before the loss may seem like too much to think about. Do not tell them how lucky they are or how grateful they should be.

### 5: Shifting roles, responsibilities and relationships

*"Provide a short evaluative introduction to roles, responsibilities and relationships in lifelong learning for new entrants to the profession" As a new entrant to the teaching profession, one of the first things you will learn will be your roles, responsibilities and relationships within that profession.*

Engagement is based on inspiring people over the long term, not just changing their behavior month to month. Rewards, when used properly, are a vital part of the process of establishing lasting ties between an organization and the people critical to its success. Building Relationships Recognizing the major shift of emphasis away from mass marketing toward targeted marketing made possible by the Internet, companies increasingly recognize the need to identify and build relationships with the people most likely to buy and contribute to organizational results. There is almost nothing more engaging than a carefully selected reward or gift well suited to the recipient and commensurate with his or her contribution, as a customer, channel partner, or employee. Anyone who has taken their family on a trip abroad because of a frequent flyer or credit card rewards program, or who has received an exciting incentive award delivered to the home for the entire family to enjoy for years to come, understands the difference between engagement generated by advertising and engagement fostered by the right award. Customer relationship management technology and permission-based electronic communications have made it possible for almost any size company to inexpensively target market to prospects and easily track the results. Anyone who has built an effective e-mail database of serious prospects and who has implemented an ongoing communications plan knows the benefits of sending out an e-mail blast one day, and picking up e-mail or phone leads starting that very same day. If you want to get more people to sign up or read those communications, remain engaged and refer your company to others, rewards and promotions become a vital part of the engagement mix. People are asked to be loyal because of the value offered by the organization, not because of the reward. Instead, the reward is used to draw attention to the values and to reinforce them by associating them with a tangible expression of appreciation. When used as carrots, the goal is to give people ultimate choice. Rarely does one see a catalog offered in a sweepstakes or contest, because the marketer is trying to make a very specific point to a very specific audience. This same approach should apply to all engagement strategies. The more an organization can demonstrate its understanding of each person in its audience, the more impact it will have when it comes to long-term engagement. With one-to-one marketing, rewards are, in fact, a medium. The ones you select make a big statement about your organization and your understanding of your audience. The brand you select in your rewards program, or the way you place your brand on another product, as well as the type of product or service you use, makes as big a statement about your company as the creative component of an advertising campaign. Instead of a catalog that people get to choose from after they win, some companies now offer very specific rewards that people can select in advance and strive for. Instead of building a catalog of unlimited choice, the program might have more limited offering to make a specific communications point with a specific audience. Conveying the message, promoting desired behaviors and keeping people involved are the key goals in the new world of one-to-one marketing. For years, the incentive industry has debated the issue of the relative motivational value of cash and noncash rewards for use as carrots. When it comes to engaging people, there is little debate:

### 6: Engagement Strategies Media: The New Role of Rewards and Recognition

*It proceeds to describe the relationship between women's and men's new roles and family dynamics, and the implications of the changes in gender structures on the transition to parenthood.*

This exercise is designed to assist team members to understand more fully their own roles and responsibilities in relationship to the work of the team, and to provide them with an opportunity to share their expectations about the roles and responsibilities of others. Because it can be difficult to understand fully the distinction between a role and a responsibility, please keep the following definitions in mind as you move through this exercise.

**Roles** – Generally, roles are the positions team members assume or the parts that they play in a particular operation or process. For example, a role an individual might assume is that of facilitator, or communications liaison.

**Responsibilities** – On the other hand, responsibilities are the specific tasks or duties that members are expected to complete as a function of their roles. They are the specific activities or obligations for which they are held accountable when they assume or are assigned to a role on a project or team. For example, some of the responsibilities of a person in the role of team facilitator might include making sure that meeting agendas reflect feedback and input from all members, that the meetings start on time and end on time, and that all members have opportunities to contribute to discussions. Generally speaking, there are two types of roles that team members may have. Obviously, if individual team members do not know what they are expected to do, it is highly unlikely that anything will get done. Again, a lack of clarity around roles and responsibilities is one of the primary reasons that teams fail to produce results. In addition, it is unlikely that members will continue to be interested or invested in a project if they do not know why they are involved or what is expected of them or the other members. Unlike formal roles, informal roles are not assigned. Instead, they are assumed by individuals because of their personalities, motivations, individual styles and attitudes, or the ways that they like to approach situations or tasks. Just as it is important to understand or recognize the formal roles people have on a team, it is also critical to identify the informal roles played by individuals, because informal roles can have a significant impact on a team. The following are examples of some of the informal roles that members play on teams. Teams might have a caretaker. Sometimes teams have an informal spokesperson. The role of the comedian is played by the person who wants to assume responsibility for making sure everyone is having a good time. Comedians break tension and conflict with humor. They make sure teams do not take themselves too seriously. There is the catalyst. This is the person who is like the cheerleader, who contains the energy for the project, gets people excited, and forces people to move forward. The optimist is someone who is always looking at the positive side of issues, who brings an upbeat perspective. There is the pessimist, who brings the negative perspective. But the true realist is not necessarily negative. The realist is the person who conducts the reality checks for the team, who wants to see the team succeed and not get blindsided by events that are unanticipated. These are just some examples of the kinds of informal roles that individuals play. The important thing to note here is that informal roles do have a significant impact – both positive and negative – on the work of teams, and it is important to identify and address those effects when necessary. As has been emphasized, clear roles and responsibilities are critical to the ultimate success of teams. However, such clarity is not always present within collaborative teams – particularly when teams are first established, and especially if there are individuals on the team who have not worked together previously. Regardless of whether a team is newly formed or longstanding, each of the team members will have desires and beliefs about what the other members of the team could or should be doing. This exercise allows time to discuss what individual team members believe they contribute to the team.

**Exercise Instructions** Using the attached Role Expectations Worksheet, individually write a brief statement describing your perception of your roles and responsibilities on your team. Give thought to the unique skills, talents, and expertise you bring to the group and how these relate to the specific roles you can perform. Your statement should include information about what you think the other team members expect you to contribute. Read your roles and responsibilities description, and express what you see as your contributions to the team. Allow others to ask questions and clarify your comments. Have others describe their expectations of you.

## **NEW ROLES, RESPONSIBILITIES, AND RELATIONSHIPS pdf**

Compare and contrast your personal ideas with those of your fellow team members. Discuss any differences in opinions or observations. Follow the instructions above for each team member.

### 7: What are the Common Mistakes of New Managers? - Management - [www.enganchecubano.com](http://www.enganchecubano.com)

*Once the roles and responsibilities of each member of the organization has been clearly defined, it is a good idea to create a final organizational chart, which will also define the relationships between and among all the departments, teams and individuals within the organization.*

I understand why Ben is unsure of his role. Like a lot of men these days, I received so many messages on what a man in a relationship should be, I was bewildered. Every few years, the media tells us new ideas about what a man should be. For a while there was "sensitive new age guy. Does Homer actually influence what people think a man should be? With so many confusing ideas, I started looking for wisdom on what a man should be in a relationship. I read books on marriage. I read Jewish books on marriage. They had a lot of wisdom, but I was looking for more advice on what a man should be. Then I went to the original Jewish sources. I started with Adam -- the first man in the world who was in a relationship. He wanted a wife. A helper against him? What in the world does that mean? I looked in the commentary at the bottom of the page which quoted the Talmud, "If the man is worthy, the woman will be his helper; if he is not worthy, she will be against him. This one sentence changed the way I looked at relationships. If a man works on himself and develops himself to be worthy, the woman will be his partner. Adam and Eve are in the Garden of Eden. They have one commandment: Eve eats it and then she gives it to Adam. Then Adam hides in the bushes and God asks him: Adam did you eat the fruit from the Tree of Knowledge that I commanded you not to eat? What did Adam do? Did he take responsibility for what happened? He says to God, "The woman you sent me gave it to me and I ate it. He gave in to something he knew was wrong and then he blamed his wife. I thought only men today did that. Does blaming his wife help Adam avoid responsibility? He punishes Adam for eating the fruit, and for not using his own judgment. My search led me to discover a lot of timeless wisdom that for generations fathers taught their sons -- wisdom that is so relevant today. Here are five of the lessons I learned on my journey for wisdom on what a man in a relationship should be: Take responsibility Learn from Adam. If you make a mistake, take responsibility for your actions. One of the meanings of the word "husband" is someone who skillfully manages his household. A manager takes responsibility. As Adam experienced, there is little sympathy for a man who blames a woman for something that has gone wrong. People will ask him, "Why did you let it go on? Show leadership If a man wants to be seen as worthy and have a good relationship with a woman, he has to show leadership. When he sees a situation that needs to be dealt with, he should step forward and handle it. People admire those who step forward to handle difficult situations. Make decisions One of the meanings of the word "manly" is being decisive. A man needs to make decisions and take responsibility for the outcome. A man who is afraid of making a wrong decision should ask himself: Who should make decisions? Be strong The Talmud asks: He who can control his passions Ethics of the Fathers, 4: Someone who can control his anger is better than a physically strong man who can conquer a city. Blowing up in anger can seriously damage a relationship. Would he calm down? Be manly Being manly is not being macho. A man who is manly has courage to be able to deal with difficulty, pain or danger without backing away despite his fear. You may be surprised at her response.

### 8: How to Define Roles, Responsibilities and Handovers

*Since the beginning of time, relationships have been seen to consist of two properties, Feminine and Masculine. For a healthy relationship to flourish, both gender roles need to be present to balance things out.*

Changes in Roles and Relationship within the Family

Families are viewed by functionalists as a nuclear family structure, which are composed of a father, mother and approximated two children. According to Murdock in every society have a form of nuclear family structure, which are the majority type of family in every society that he investigated. Functionalists such as Talcott Parsons, suggested that there are two important role within the family, called expressive and instrumental roles. The woman is the expressive role, and it means that she was the one who raised, disciplined, and educated family morals to the children. The father is the instrumental role, which means that is whom maintained the family financially, suggesting these are a segregated type of family, as they have separated conjugal roles. Parsons argued that this separated roles occurred naturally, and it is fundamental in order to have a well-structured family. They believed this new family structure was developed within the middle class families, and extended to other family class such as working class, knowing as the principle of stratified diffusion. Their research showed that couples commenced to share family decisions; and it also showed that the man started to stay more in the house, performing housework and looking after the children, where women began to leave the house to have a salaried job. However, feminists has criticised the idea of symmetrical family, such as Ann Oakley. She believed that there are still existing a considerable difference in conjugal roles. This research was supported by others feminists such as Boulton , who also investigated symmetrical family and discovered that domestic division labour still unequal. Margaret Benston , a Marxist feminist, also believed that women are overloaded with jobs, and she named it as triple shift, which are the roles that women execute on the daily basis such as childcare, housework, paid job, and on the top of all of this, they have to deal and manage the emotional side of the family, acting as a therapists. This showed that all this effort that women put into the family are mainly beneficial to their husband, as he would have everything ready for him, such as clean clothes, ready meals and therefore he would be able to go out fresh, and successfully perform well at his job, and eventually leading to pay increase, as he do not have as much responsibilities as the woman still doing at home. Laws such as the Equal Pay Law Act and Sex Discrimination was established, and the number of women going out to paid jobs have expanded. For this reason they become more independent financially and there was no more need to rely on husband financial earnings. Furthermore, women was influenced, and supported by feminists, to divorce or to leave unsatisfied relationship. Subsequently, this idea of independence have caused an increase on the numbers of divorce rates, and new family structures have emerged, such as reconstituted family. Reconstituted family structure is when a single parent try to build a new family, with another person that may even have had children, and they raise their children together. Nowadays it has become the most popular family structure in UK. Over the years, a diversity of family structures have developed, and some of the possible reasons that facilitates those new trends, a part of the financial independence, are the changes on divorce laws. This legal changes collaborate and simplify legal proceedings, such as legal aid act and divorce law reform act. As result, people have more access to divorce, and encouraged to leave failed relationships, such as empty shell marriages, as there were no love between them, but simply other reasons that kept them together, such as the children or financial dependence, and in consequence more family structure emerged. Singletons is also another family structure that have surged as result of divorce, which means that when someone decide, or have to go and live alone. The majority of this type of family structure are constituted by males. However, New Right supporters have linked divorce laws to the reasons of the high rate of family breakdowns, because individuals are not devoted to their family as their used to be. Postmodernists see diversity in family structure and consumer choices, as factors that indicates that the society have acquired more choices and freedom. Postmodernist Beck-Gernsheim argued that family diversity are the replacement of family traditions and marriages expectations, as people do not feel obligated to follow traditional ideas. The result of this change are the

increase of divorce, birth outside marriage, and new different family structures such as same sex family, or cohabitation, which means people that live with someone without being married. However, this have been criticised and disagreed by others that believe that family diversity become extremely, and they believe that basic family traditions still intact by the majority of the society. Childhood has also been affected over the years. Phillipe Aries believed that childhood is a process of development, as in the middle age it did not exist. Children were treated from an early age, such as seven, in the same way as an adult. In the twenty century, people recognised that children were not emotionally and physically strong as an adult, resulting in the decline of child mortality, as their living standards began to improve. Children also become more family centred. On the other hand, this has been criticised for example by Morrow, whom suggested that generalised conventional approaches do not allow the children to be aware of the dangerous that they can be exposed in the real world. Britain become a multicultural country as result of international migration. The increase in the ethnicity variety has brought a huge influence on British culture and family traditions. Asian families are more likely live in extended families, whether Afro-Caribbean tend to form lone parent families. In consequence, mixed race marriages has influenced and changed family traditions in Britain, such as the increase of extended families, where more than one family generation live together. In conclusion, there are a variety of reasons and influences that have modified and increased the variety of family structure in UK. Interactionists such as Clark, suggested that one relationship is different from the other, and some couples are encountering difficulties, and living day after day, without setting any direction. Furthermore, families become diverse and multicultural, and are all influenced by their immediate surroundings through society, media, learning and work environment, and social interactions have a strong effect on relationships roles, resulting in the increase of the variety in family roles and structures in UK. Essay UK - [http: Search our thousands of essays: There are UK writers just like me on hand, waiting to help you. Each of us is qualified to a high level in our area of expertise, and we can write you a fully researched, fully referenced complete original answer to your essay question. Just complete our simple order form and you could have your customised Sociology work in your email box, in as little as 3 hours. About this resource This Sociology essay was submitted to us by a student in order to help you with your studies.](http://www.essayuk.com)

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