Vocabulary U7 Learning

Instructions: Complete the text using the words and phrases from the box. You may need to **adapt the form** of some words. Each option should be used **once only**.

Vocabulary box:
collective aspiration · shared vision · paradigm shift · performance management · personal development plans · structural change · employee participation · skills deficit

Text

Sustainable organizational transformation depends on more than short-term initiatives or surface-level reforms. While a clearly articulated _____ can help align strategic priorities across departments, it does not automatically generate commitment at an individual level. For this reason, successful change processes are often rooted in a broader _____, which reflects not only where the organization aims to go, but also why that direction matters to its workforce.

However, many organizations struggle to translate ambition into action due to an underlying _____ that limits their capacity to adapt. This challenge is frequently misdiagnosed as a training issue, when in reality it demands a deeper _____ in leadership thinking, particularly in how talent, accountability, and innovation are understood.

In response, some companies introduce new _____ systems in an attempt to standardize expectations and improve accountability. Yet without parallel investment in _____, such systems risk being perceived as punitive rather than developmental. Moreover, when change is introduced without meaningful _____, resistance is likely to increase, undermining trust and slowing implementation.

Ultimately, lasting transformation requires more than isolated interventions. It calls for carefully planned _____ that supports new ways of working while preserving organizational coherence and ensuring that employees remain active contributors to the change process.

LIVEWORKSHEETS