

Envisioning Innovation for a Broader Mandate: Organisational Restructuring of MP Ecotourism Development Board

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All organisations are human systems and their system structure includes the worldview, beliefs, and mental models of their leaders and members. Changing organisational behaviour requires changing the belief system of its personnel. This process of changing beliefs is called learning. Effective learning requires clear, open communications throughout the organisation. The sense of purpose, vision and commitment of an organisation's leadership play a critical role in the results it can accomplish.

It is known that organisations cannot work in isolation and its performance ultimately rests on human behaviour and improving performance requires changing behaviour. Therefore organisational restructuring is viewed as a fundamental goal towards the facilitation of clear, open communication that can enable organisational learning and clarify accountability for results.

Keeping the above in mind, the task of organisational restructuring of MPEDB included studying the present organisational structure of the MPEDB and identifying the gaps, and proposing a proper organisational structure for the board along with proposing the roles and responsibilities of the divisions/departments at MPEDB.