

# [Managing change - case study analysis](https://assignbuster.com/managing-change-case-study-analysis/)

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Managing change-case study analysis Businesses find it easier to keep things going along in the same way rather than to change them. As the environmental senario changes the concurrent systems demand
modifications. Change is often a process that introduces new ideas and innnovate the
process to tune up with the contemperory situation A company cannot be successful by
operating in the same way for years. Managers may find that the conventional strategies
will not always work. Commonly, businesses find them in crisis when they have not kept
up with changes in the environment where they operate. The strategies demand
refinement according economic , demograpahic situations prevailing the external
environment.
The main changes in the external environment are the drop in the prices in the global
market consecutively for many years resulted in the decrease in the profits and the
profitability of the company . The lack of good performance made thegovernance more
critical.
According to Lewins's model the restraining force is the management hierarchy which
delays the decision making process. The management thought that the situation will
change as there will be " ups and down" in every industry . But the price decline continued
for a long period. Sensing the deterioration of the company profitability and assets the
management has opened for the thought of revamping the administration structure to suit
the current requirements and decrease the decision making process time. The driving
force was the change in the management thought that the decision making authority
should vest with few to enhance the decision making rate.

As the change was forced the CEO with a team of seven others formed an apex
committee to speed up the decision making process. The management team has focused
on the identified need to deal with a possible long-term decline in commodity
prices , set the achievable goal of simplifying the management structure to foster
accountability and communication Communication is the key to implement the
ideologies of the management. There should be a smooth and distinctive flow of
information right from the managers to the ground staff down the line who form the core
of the employee group. The discrepancy in the information will elevate the decisions in
the other way and could change the trajectory of the desired results. Right form of
information will guide the personal to the desired output.

References sources:
www. bhpbilliton. com
the case study can be obtaind at http://hsc. csu. edu. au/business\_studies/mgt\_change/managing\_change\_effectively/Managechangecasestud. html
www. wmc. com