

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

[](https://assignbuster.com/)[Business](https://assignbuster.com/essay-subjects/business/)

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