

Free research paper on operation change

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Ways of presenting operational change

Presenting of operation change to different workers will face multiple resistance and sabotage from them. Workers prefer to continue doing things through the old ways. One of the ways would be reporting to work without signing in. Some workers will be moved from their current position to join new departments, which will lead to more responsibility. Such workers will take time trying to adapt to the different systems used in these new offices. One of the ways of presenting the operation change would be training workers on their new roles. Training is supposed to make workers get comfortable with their new positions while making sure they adapt to changes quickly. The earlier the workers adapt into their new positions the quicker the organization will start generating returns on the investment. The managers should explain to workers on the need of changing the way the organization operates. The explanation should show the employees benefits that accrues to them because of the proposed changes in running the operations (Burke, 2010). One of the benefits will be security of their jobs will be ensured because the company profitability will increase. Workers should be informed on the changes in the organization goals and objectives because of economic changes in the market. Employees getting to know the new goals and objectives of the organization will try to adapt and accept the changes easily. Minimal resistance will be experienced as time progresses ensuring increase in profitability of the business.

Developing a training that conveys to all workers within the organization:

Development of training that is inclusive will involve understanding the education standards of the different workers and the organization culture that has been in existence. Culture will involve looking at previous training if they were carried manually or using video conferencing. The video conferencing training can be carried out to train the managers because they have access to internet and computers that are fitted with cameras. The managers have knowledge in information technology and sharing of documents during the training will be much easier.

Workers who lack knowledge in information technology will require training based in a conference room. To ensure success, a schedule should be developed that considers the abilities of individual workers. The schedule will eliminate conflicts of activities and interests within the organization. Conflict of activities might lead to some of the workers not attending the training seminars. To eliminate such problems the schedule developed will be passed to all departmental heads for approval.

The training manual should be developed in simple language. Including technical jargons in the manual will make it hard for some workers to understand the organization goals and what the training involves (Burke, 2010). The conference room training will be prepared using power point slides while projectors will be used to ensure visibility and clarity. Methods of collecting workers opinion during the training will be devised. One of the methods will be having pens and note books provided to workers during the training session. Workers will forward their questions while the training continues without any interruption. Discussion slot will be included in the

training where workers will be provided with a microphone to air their grievances. The language used during the airing of the grievances will be moderated to eliminate use of defamatory language. Recorded sessions of the training will be provided to workers to use them for confirmation purposes.

Organization structure

The post bureaucratic organization structure would provide the best structure to put my organizational leadership skills into practice. The pre-bureaucratic organizational structure would not be favorable in putting into practice my management skills. The post bureaucratic structure involves taking opinions from each member of the organization. The pre-bureaucratic organization structure involves one person making all the decisions within the organization. Once a decision is arrived at, it is communicated to all other workers to follow it and carry the implementation in the pre-bureaucratic organizational structure. The post bureaucratic organization structure has many successes like allowing for workers satisfaction while improving on the incomes of the business. Large organizations are not well fitted to put in place the pre-bureaucratic form of organization structure. Small organizations can use it because of the possibility of one person controlling all the activities within the company.

Characteristics that comprises the Leadership Substitutes Theory

- Neutralizers

These are activities where leaders' opinion does not matter in developing them. One of the roles would be in organizations where leaders do not play a

role in the reward systems of their juniors. Leaders play a supportive role but are not involved in rewarding.

- Enhancers

These are activities that require leaders within the organization to provide appraisal. One would be where the human resource manager has to carry out an appraisal on workers for them to get rewarded.

- Substitutes

Employees in this situation do not need a leader to provide direction to them on what to do next. An example of a task would be a group of programmers developing software with all documents. This group will require the manual to carry out its duty without a leader guiding them. Leaders in this situation are not required for supportive purposes.

References

Burke, W. (2010). Organization change: theory and practice. Thousand Oaks: SAGE Publications.