

Participative management and management of change

[Business](#), [Management](#)



Change also involves relationships, and maintaining a good relationship with others in the workplace is not an easy task. However, the task becomes easier when one tries to learn about what others enjoy, what they strive in, and by taking this information and analyzing it, the leader can find ways to build the relationship and fuel the relationship, come up with new ideas for building relationships, etc. Another set of skills that is equally important for a leader to acquire is participative management and management of change and adaptability. Managing with the participative style is so important for a leader and the organization. This style of management can help employees feel involved, empowered and it can also give them a reason to feel excited for analyzing and solving problems.

Being flexible and adapting easily to change and environments is also a strong skill that all leaders should be interested in investing in. Initiating and implementing change that will positively impact the organization is crucial nowadays in the workplace, and very much needed. Things change rapidly especially in the technology field, leaders must be dead to adapt and encourage adaptability for employees too. Lastly, the one skill that is the boldest is risk taking. Taking a risk is not always hard, but it is definitely not always easy. For leaders, risks are worth taking to take a chance for change and to push forward.

Taking a risk in order for change to be implemented and with the hope that it will impact the organization in the best way possible. Through analyzing and researching all of the five leadership skills in the change mastery, several strategies to accomplish each skill have surfaced. These strategies can help

leaders of our world bring upon the best exults and can them be the best version of a leader they can be. Collaboration rather than heroics. This skill is hard to accomplish for many of today's leaders. Encouraging and acting collaboration requires leaders to set aside any sort of ego they may possess. This skill can also determine not only what kind Of a leader one is going to become, but also what kind Of person they are. Looking closely into the strategies one can apply, there are two that are prominent.

First, a leader must choose to be credible, rather than powerful. Being concerned with content is not always is but it is crucial. The leader must also be behind the scenes if that means more to the team. Sometimes, leaders want to be in the center of attention, but that is a heroics technique that is not much appreciated by the team. It is important to let the team shine, even if the leader was the one that pushed for the team to move toward a certain direction.

Thus, leading as a peer rather than a superior comes in to play (Murn; Chi. 3). This strategy will lead the team to not be afraid to share their concerns and fears with you as well as their ideas and creativity. Another strategy that is valuable and can lead to much wanted success is learning new behaviors. In order to support collaboration rather than heroics, the leader must learn how to persuade people to join forces and how to keep everyone united.

This way, the leader can steer everyone a certain way for a specific goal that needs to be achieved (Murn; Chi. 3). By taking into account individual desires and goals the leader can encourage and source desired outcomes.

Building and mending relationships. There are differences in the workplace that will divide even the strongest and most intelligent teams. Oftentimes it can be something as simple as a slight preference in opinion that may break a relationship between parties internally.

Externally a relationship could be affected by an order that was not shipped in time, a product that was manufactured with defects or a general ill representation of a company by an individual or team. In any matter there are strategies for building and repairing these relationships that are sometimes not as clear as apologizing and cleverly bypass ego. In a team setting for example there will usually be individuals that do not mesh well together in the work environment due to a multitude of reasons including preference of opinion or harbored feelings following an altercation. A great method for mending these relationships from a managerial perspective is to take two team members who are not getting along and assign them to a project that allows them to not focus on their differences but rather do something that will affect the team in a large way. It is important to give equal recognition through the project and at the project's completion. More likely than not the team members will learn to mend their work relationship by relying on each other to help each other and their team. A method to build legislations that is not mentioned in the text will not work in every work setting but can be accomplished with some attention to time management. From the perspective of an operative employee all the way up to upper management any worker has some room to expedite their processes.

Everyone has a small portion of time on the clock that they can use to help further their career and build their relations pips. Additionally some organizations have a problem with ambiguity in management positions. A method to help hit two birds with the same stone is to work on a side project that is relevant to your work and organization.

Through the project the employee will not only retain a master level of focus in tightening up his daily work to make spare time for his project but he will also be collaborating with management for advice. The idea is that the employee becomes more innovative which is what most companies are looking for today. The employee is practicing his ambition competency and comfort with management competency by partnering in with them for advice. This is a great method for building a relationship but it is important that their supervisors are aware. The only flaw in this method is getting the buy in from management with proper business justification, return on investment and team relevancy.

Usually management is excited to see that their operatives are taking initiative to build relationships within the organization and as a secret to most it makes management look like they are on the ball as well.

Participative management. Every workplace, every process, every procedure and every employee has room for improvement. It is impossible to master all competencies simultaneously. One may be great at 3 or so within a given time period but the idea of competencies is that there is always room for growth. With that being said there may be a lot of opportunity within an organization that gets lost in the mix by a passing comment or suggestion. A

simple yet effective method to channel this is an employee insight tool. An employee insight tool helps employees feel that their suggestions are heard.

Corporate could create a small team that is connected to a generic alias where emails are filtered through a link on the company's intranet. This would be something that everyone can access and provide their feedback. In example one could argue that the company could save X amount of money by shipping through FedEx instead of UPS. These are the kind of ideas that individuals are often too reserved to express but may be valuable to the organization. The employee insight tool allows a path for those suggestions. As a generalization, every employee around the world someone has a complaint about something work related. Maybe the employee is working too many hours a week, compensation could be a concern or maybe the employees just want a coffee machine in the break room. As small or large as the problem may be, the human resources department and management can only take so much into consideration day after day.

The method that seems to work for most organizations to help employees channel what they like or dislike about their working conditions is an annual review of the business. This is a report that is filled out anonymously. Corporate could send a link in an email to the form on their portal. The form will not be a full open format for open rant but rather a guided discussion of the business and their practices. In example the form could have questions like has your manager had any development conversations with you lately yes or no? If yes what did that conversation look like? Also questions can be asked like do you feel like the amount of tuition reimbursement is enough?

This type Of open anonymous discussion helps management see what they are doing right or wrong while also allowing corporate to see how their managers are viewed by their operatives.

If this is done consistently on an annual basis and changes are made with the announcement that they were done so due to employee feedback the employees are more likely to feel that their opinion is directly affecting their company's practices. Change management and adaptability. In organizations, management will constantly change because there will be new ethos that they may use to improve the management of their organization. There are not many people who are open to the idea of change because once something new is introduced their old habits must change. It is a difficult process for many who have trouble coping with change and how to get used to doing things a different way.

Therefore, learning agility is important before change can be truly accepted by everyone in the organization. Learning agility is mastering change with the ability to learn, adapt, and apply that knowledge in constantly changing situations. There are our dimensions of learning agility which include mental agility, people agility, results agility, and change agility.

Out of the four dimensions of agility, people and change agility are the hardest to master. In order for leaders to instill change in Others, they have to be motivational and supportive Of their employees in the workplace. They have to understand that change is not something everyone will easily adapt to. They have to work alongside their employees while the changes are

occurring to allow their employees to understand that they are struggling as well to get used to the changes. This will show employees a more personal side of their leader and allow them to sympathize and be loyal throughout any changes that may occur within the organization.

For change to be effective, leaders must learn to focus on the present instead of the past and future because it is where we are able to be the most focused on the task at hand. It will help leaders determine the severity of the problem and decide which changes are necessary to fix the problem in the meantime. By developing awareness for the events and changes occurring in the present, it allows leaders to master change effectively.

There are many methods that can be used to master change in an organization. These methods include but are not limited to the Lenin three-step model, Cotters eight step model, and the Backhand and Harris' change formula. These methods will allow leaders to observe the behavior of the people working for them and determine how they will adapt to the changes. It will allow them to grasp how resistance their employees may be to certain changes to occur and how to handle these types of situations when their resistance gets out of control. The Lenin three-step model or force field analysis is a model that helps organizations defines the past and current situations to determine what needs to be completed before their final goals are achieved.

This model will help organizations determine what their driving and resisting forces are, what and how to make the necessary changes for the

organization to maintain its flow. Organizations usually have a three-step process for changes. The first step is to define the current state and setting end goals. The second step is to involve everyone in the organization to participate and be involved in all aspects of the changes in the process. The third step is to focus on the keeping the current achieved state by setting new policies that will enable the organization to continuously improve and reward their employees. This will allow the organization to create new goals and work together to get through the process once again.

The use of Kotter's eight-step model along with Backlund and Harris' change formula will help organizations understand the importance of keeping everyone involved and managing all aspects of the organization to ensure that everyone is focused on the same goals. Kotter's eight-step model starts with "establishing a sense of urgency" so that their employees will feel the need to be competitive which also touches base on self-improvement. From there, leaders should have a vision about how to guide the changes into the direction of the end goals that they have set for the organization and communicate it effectively with everyone. Throughout the change process, leaders should motivate their employees to work towards their short-term and long-term goals in order to increase work productivity, promote success through rewards, and keep the work environment filled with exciting and challenging projects that will still remote positive changes that will help improve the organization's management. Risk Taking.

Leaders are often scared to take certain action or make certain changes due to fear of failure or rejection. How many times does one learn from their

mistakes or failures and strives to improve? Individuals fail, and make mistakes and are not perfect, they learn from the mistakes and they rise back up to analyze the mistake, break it down, and come up with a solution and try again with the hope to succeed. It is the same with leadership; one has to fail in order to succeed. Leaders do not always fail in order to succeed but most of them do, especially before they realized they were going to be in a leadership position.