

Report on specific solutions to the challenges

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



Facilitator:

Initially, it is challenging to implement sustainability plans in SMEs like AAS. In order to solve this challenge, the SMEs should develop split programs to ease the implementation of the sustainability plans. Implementation of the sustainability plans should take place in stages that are clearly designed to ensure that the plans do not fail as in previous instances (Langer, 2011). The problem can also be solved through lowering the restrictions on the SMEs thus ensuring that the implementation of the sustainability plans does not become problematic in the business. Adopting a flat business operation system that allows the SMEs to be on the same level with other enterprises will also help solve the challenge.

In most cases, compliance with the regulations challenges the SMEs development and sustainability. However, the SMEs should ensure that the reporting procedures do not contradict the provisions of the regional councils. As Shockley (2011) states, SMEs should show utmost responsibility to the society, and they need to be part of the administrative plans in the companies. AAS should therefore form an accountability wing that will specifically ensure they rightly comply with the provisions of the bylaws and structures. The management at AAS should form structures that will fully comply with the regulations to ease the implementation of the sustainability plan.

The apathy and resistance to change among the stakeholders is another challenge that the SMEs like AAS should carefully handle. In order to handle the resistance to change, the management should ensure that people have knowledge of the market operations and status. Provision of the necessary

resources to enlighten people on their role in the change is necessary to ensure that people understands the importance of the change. However, in some instance the idea of educating people may fail to be effective (Anderson & White, 2009). In such cases, the management must undertake the change in a great procedural process. Undertaking the change in steps and by formulating thorough procedures is necessary in implementing the sustainability plan.

The inadequacy in the systems at the AAS is another problem and challenge that the management must undertake. This challenge requires total change in the structures at AAS if the sustainability plan must go through (Anderson, 2009). In order to undertake the structural change, the SMEs must put sustainable plans in place, which should demystify the belief of the people about the SMEs. Some of the programs that the SMEs must adopt include educating and training the workforce to take the duties and roles at the work place. The procedural streamlining must also take place because the procedures of undertaking the activities at the SMEs do not concur with the necessary plans about the sustainable projects and businesses.

The capital and financial requirements of the sustainability plan is relatively high because the plans require AAS to invest more than half of their returns. AAS may not be willing to undertake such costs unless a good plan is established. In essence, the management undertaking the sustainability plan can solve the challenge by fragmenting the project into stages. The management should develop procedures that will allow them to implement the plan in clear stages that will make them not to spend a lot of money at

once. This will enable them spend lower over a period before the sustainability plan can be adopted fully.

References

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