Example of organizational culture change essay

Business, Management

Admission No

In the 21st century, there are tremendous changes that have been undertaken by organizations. These sorts of changes are meant to drive the organization into achieving its ultimate goal as well as maximizing benefits. Organization culture, determines various aspects of change since it corresponds to value, norms, beliefs and activities of the organization. As a matter of fact, there are organizations in the globe with the best strategy, yet its culture does not allow it to happen. Culture affects organizational change in various ways, which needs to be addressed so as to ensure that organizational strategy happens.

Culture entails the sum total of values and beliefs that dictate organizational behaviors and entire activities. Culture defines everything that affects the employees, management, and the customers; hence, its effects run across the entire organization. Culture affects the organizational change because it is the main factor that should be addressed before being serious about the strategies of change (Schabracq, 2007). In fact, the change that is expected to take place must be consistent with the culture of the organization. Moreover, culture dictates on the outcome of change in an organization. Every organization that is serious about change must not ignore the culture within the organization. Culture affects organizational change because it dictates the decisions that are to be implemented in the organization (Nadler & Tushman, 1997). The culture of an organization is crucial because it affects the organizational change through management and roles in the

organization. Generally, culture affects organizational change because it dictates organizational norms, values, and activities.

Certainly, organizational design is a process that entails reshaping the structure and roles in an organization. In fact, it can be stated to mean the alignment of rewards, structures, talents, metrics, and process in an origination based on its strategy. The elements of organizational design identified by Nadler include systems, structure and processes (Nadler & Tushman, 1997). These elements of organizational design are applied in changing various initiatives. The components were useful in the management changes and technological adjustments. Structure as an element of organizational design was used during the readjustment of the management team. The hierarchy of the organization was changed in order to fit the new organizational management.

In addition, the changes had to involve various processes that was designed to help in forming the best management team that is in a position to fit the new organizational culture. Undeniably, organizational design various processes, this processes begin through the creation of a strategy. In this case, the change initiatives I witnessed included the technological changes. The organization had to create the strategy of change, which was to be implemented in various stages. The element of systems was applied in the initiates of change by ensuring that the management changes and technological changes are aligned in order to avoid conflict.

References

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References