

Organizational change process

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



ORGANIZATIONAL CHANGE

Making necessary changes in the workplace is never an easy task. Many employees view any alternative method as totally avoidable. Others feel their comfort level, of which they have grown accustomed, threatened for no good reason.

LRH Manufacturing is striving to make employees feel appreciated and informed while also concentrating on productivity. Only then can our business grow and prosper, opening doors and creating new avenues, working together toward a comfortable future.

Franklin Covey, global leader in effectiveness training, productivity tools, and assessment services for organizations and individuals, offers two very significant points in which businesses have found to be invaluable. First, successful companies recognize that it takes a team to product success. They know it is never just one person who is responsible for the success of any business venture and give people the credit they deserve. Secondly, knowing that change is inevitable and being able to adapt to the changes around them is a must.

The overall nature of our business expands beyond the confines of our

building and our customer's direct needs. Necessary government regulations and guidelines dictate certain decisions and control areas of our production. One such regulation focuses on staff training, maintenance of accurate training records, mandated company training, records of training attendance and records of training attendance.

The executive management at LRH Manufacturing feels that our current manual training system is inadequate for current and future requirements of our government guidelines. Therefore, a Web-based system is being implemented to help insure more exact, more manageable, traceable data. To oversee this responsibility, a new position, Web-Based Training Project Manager has been created. The responsibilities of this position will be to select and oversee the training and implementation of the new training management system, as well as monitor company-wide training attendance and identify people who are "out of compliance".

Training and learning in today's world is a never-ending process. As Gary Convis, President of Toyota Manufacturing in Kentucky puts it, "Success rests on the need for all employees, all management to be looking for and striving for continuous improvement and never being satisfied." Our training structure must be one of continual study and an attitude of moving forward.

This program should not be difficult for anyone in our employ to learn and become quickly accustomed to. In fact, as time goes on, the benefits of being appropriately trained to new and developing requirements within our

company will create a much easier and more skillful practice of performing your job. Any questions or concerns you may have in adjusting to the new procedures can be directed to the Training Project Manager to better understand what is expected.

LRH Manufacturing asks for your forthcoming cooperation in helping to implement this new system to the best of your ability in order to create a smooth transition into the ever growing and changing criteria in today's manufacturing world.

A respected management official should take responsibility for the above written article as this is a management decision and areas once questioned are being subtly addressed and explained.

REFERENCES

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