

# Mgmt

[Business, Management](#)



Change Management Growth and development can be defined in one word using the term 'change'. Change is a necessary factor for individuals, groups, and organizations (Reiß, 2012). A successful transition is influenced by the level of preparation, courage, and other facilitating factors. The management of change is a challenging issue for both individuals and organizations. The current change that demands proper management to facilitate a successful transition is the move from a student to professional in the field of Finance. Fear and uncertainty are some of the issues that characterize the process (Reiß, 2012).

The transition from a senior Finance student to a young professional in a reputable organization is a challenging process. The preparation process for this big change involves searching for reputable companies that have programs for absorbing fresh graduates. The search led to a chance in a reputable financial institution that is willing to hire me once I finish my final year. It also entails analyzing factors like shelter and the most suitable area in terms of cost and access to essential infrastructure. Therefore, it is necessary to prepare some little funds to help in securing shelter and food before settling in the new job. The change signifies a big career development because it is the step sets a student on a path to achieving big goals in life. The greatest personal challenge in this change is the fact that I have to meet new people and adapt to a new environment. The uncertainty associated with success makes the process hard to manage. The greatest organizational challenge is fitting into new teams and forming good relationships in the company. I am not sure of many things, which makes it difficult to prepare for the first day when I get to meet everyone. It would take time to form

frigid friendships. The achievement of my goal to become an established professional can be hindered by organizational issues like the lack of facilitating factors, ambiguity, and lack of teamwork. An organization that has no framework that supports young graduates makes it difficult to get a practical sense of being a Finance professional.

I will propose for the organization leadership to start programs that prepare senior students on adapting to the professional world after school. The achievement of my objective to become an established professional will be an addition to the organization. The suggestion to start programs to recruit senior students provides the organization with a chance to get the best talents. I will sustain the change by continuous learning to ensure professional growth and development is sustained.

#### References

Reiß, M. (2012). Change Management: A Balanced and Blended Approach. Norderstedt: Books on Demand.