

Organizational change

Business, Management



ORGANIZATIONAL CHANGE MANAGEMENT In the world of ever changing needs and expectations, organizational change is not an exception. Every organization should therefore ensure that there is a well laid down strategy of managing the emerging changes in the organization in order to suit customers' expectations. Good employees' management according to Gladwell is a prerequisite to greater productivity for personal and organizational success.

When employees in an organization are empowered, they tend to put more effort towards the success of the organization. Employees in an organization that understands and appreciates their potential and ability tend to create some sense of ownership of the organization. They then replicate the same attitude of respect and appreciation to the organization and its customers or target clients. Empowered employees always feel at home as they do their work and give their best for the benefit of the organization.

Institutions that have embraced employee empowerment methods tend to achieve greater success. This means that employees in such organizations have a teamwork spirit that helps them to appreciate and recognize each person's ability. They become active participants or partners of the organization and take responsibility for its success and drawbacks.

In order to achieve greater miles of success through employees' empowerment, organizations must therefore invest more towards team building and professional trainings. Organizations must build lasting and trusting relationships and partnerships that brings out the self-worth of its employees towards the customers. The management must create trust between them and the entire team of employees. With a sense of trust in

place for the employees, the customers will automatically be the beneficiaries as they will get good treatment from the organization's employees.

For example, when an employee is trusted and allowed to independently feel free to contribute towards the management of the organization. That employee will feel some sense of acceptance and trust. He or she will also ensure that customers are well managed for the success of everyone in the organization.

Reference

<https://www.youtube.com/watch?v=wg0Zg8-2Jo>