

Sabmiller's takeover of fosters implementation task

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



SABMiller Takeover Bid Key features that are likely to affect their successful integration process Leadership is tough to impose because it is intangible, personal oriented and is based on individual's belief about others and himself (Mole, 2010). It is obvious that SABMiller and Fosters are operating under quite different regional cultural background that is the UK business culture and Australian business culture respectively. Despite the fact that both the organizations- SABMiller and Foster boast of closely related organization leadership style as and organization cultures, they are not cushioned from culture clash that may arise owing to differences in business practices. For instance, British business culture is more formal and there approach is more money oriented. British employees like to engage in work with people, besides the management and leadership put much high emphasis on organization structure.

The Australian culture on the other hand is less formal and casual in job situations and above all organization rather than the workforce is the key motivator. Australian managers like to take direct part in the employee progress and have an environment similar to a coaching culture.

Additionally, the Australians are more performance oriented rather than power oriented. This is a clear indication that unless SABMiller addresses these imminent cultural differences, the takeover bid may suffer a big blow.

The Australian culture will certainly set leadership and management precedence to its organizations, which will be emulated by various managers and leaders.

2. Steps to be taken by SABMiller to Improve the Integration Process

Marvin Weisbord six boxes model, which include purposes, structure,

leadership, relationship, reward, and helpful mechanisms, can effectively be used to solve SABMiller takeover bid challenges. Purposes calls for the management to analyse the extent to which organization goals are clear, fits its vision and is upheld by everyone (Sharma , 2007; 72). Structure is the next element, it focuses on how work and communication flows in the organization. Relationships require management to assess the relationship between organization members, people and technology. Reward calls for management to identify what to recognize. Leadership calls for specific leadership style to be applied. Helpful mechanism calls for adequate coordination techniques (Shapiro, 2010).

Kotters 8-Step Change Model is also the best solution to SABMiller takeover challenges. Step calls for the management to create urgency by publicizing the urgency around the need for change (Coutts, 2007). Forming a powerful coalition involves convincing everyone about the need for change while creating a vision for change involves stating the picture of the future with respect to organization's demands. Communicating the vision involves keeping the vision fresh in the minds of the stakeholders. Removing the obstacles involves the need to remove barriers to change structure while creating a short-term target involves setting short-term goals (Young, 2003; 468). Build on change warns against declaring victory early. Institutionalize the change by making it part of the organization culture.

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