

Constraints, risks, and ways mitigating them

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



Contrains, Risks and Ways Mitigating Them al Affiliation Contrains, Risks, and Ways Mitigating Them Setting up new IT system

It will include the embracing of advanced technology for Autokinto in various departments. The procedure will incur various constraints such as financial setbacks. The adoption of new I. T systems will lead to investment of more funds to the technology departments. Costs will include installation and maintenance of the new mainframes for the firm. The financial constraints can be mitigated through presenting the procedure in different phases that will not incur the firm large amounts of funds (Roberts, 2012). Risks may involve the loss of data due to technological links between departments. A virus may lead to loss of vital financial and management strategies for the firm. The risk can be avoided by ensuring a vibrant I. T department that actively monitors the mainframes and computer system for any viruses.

2. Carrying out initial training to - Autokinto employees

Adoption of the I. T structures will lead to another setback due to the need to train the present employees on ways to handle the new technology. Notably, there will be loss of time and funds. However, the setback can be relieved by adopting in-shift training sessions that will ensure that employees do not miss their allocated roles. Additionally, the strategy will also reduce the finances incurred in the procedure. Another constraint will include the employee response to the training sessions. Workers have different behavioral perceptions; hence, creating a difference in the rate of adoption of the training sessions. Nevertheless, the hinder can be reduced by having strategic approach styles in the training sessions. Risks include having less output despite inputs in training. Employees may not increase their output

even after the training sessions. However, the risk can be mitigated by first employing a positive employee culture and increase the rate of employee satisfaction.

3. Recruiting 50 new graduates for Autokinto

The process may face constraints such as costs in the hiring process due to salaries and other motivating approaches. The constraint can be reduced by ensuring the recruiting of productive graduates that will ensure more maximization of profits to cater for the salary costs. Additionally, establishing graduates with relevant qualities may also be a pending risk. The chance that the risk can be reduced by ensuring a vibrant recruiting panel that will identify specific qualities.

4. Conducting employees survey on training

The surveys may face mishaps such as the differences in the comprehension rate of the employees. Some of the employees may have hard times changing from analogue to the new I. T systems; hence, take longer than others in the training. Importantly, variation in time may cause a change in the survey approaches.

5. Carrying out marketing/ rebranding activities (Logos replacement, advertising)

A change in the approaches may face problems such as the increase of cost incurred (Roberts, 2012). Autokinto has to allocate more funds in the marketing department with the aim of enhancing awareness of its services. A solution to this setback includes the adoption of competitive market strategies that match the firm; hence, increasing market share and profits. Risks include losing customers during the rebranding and logo replacement

procedure.

6. Implementing employee training 2 and 3 and employee surveys

Limitations faced while implementing the training and surveys will include the time allocated. The project schedule allocated the procedure 102 days. However, there may be variations due to setbacks in individual and organizational behaviors. Employees may take longer than expected in the training lessons due to their perception of manual and aged technology.

7. Expanding Insurance business

Expansion in an already established market will face competition from rival firms. As a result, Autokinto will have to enhance both its financial and human resources to ensure that its expansion strategies exceed those of rivals. Risks include the expansion into unstable markets that may lead to low market capitalization. The setback can be avoided by employing expansion strategies such as segmentation of markets to increase the success rate.

References

Roberts, P. (2012). Strategic project management. London: Kogan Page.