

Good example of essay on managing and leading change

[Business](#), [Company](#)



Productivity and efficiency are some of the major aspects from the viewpoint of an organization, and these are some special aspects for which an organization always try to strive for. Entities have a clear cut understanding and ramifications towards the financial and strategic growth for their operations, but they have to prepare them for the worst always. There are certain conditions, which an organization usually envisaged during their corporate moves and these organizations always get them prepare for all sorts of issues and problems.

Continuous change and development are some of the major aspect from the viewpoint of an organization, as it is one of the aspects through which the productivity and rate of competitiveness would increase considerably of a company. There is a considerable relation is found among the change management with the productivity of an organization. There are two different types of change are usually found in an organization, which predominantly are strategic change and cultural change. In order to strengthen the organizational culture, it is vital for an organization to seek change considerably. There are different authors who have identified the seriousness and effectiveness of the cultural dynamics for an organization. Bryson is among those authors who have found some serious relationship between cultural dynamics and organizational productivity and they conducted some effective and vital results for the organization. According to Bryson, utilization of cultural dynamics and change always bring positive response to the organizations, because it is important for an organization to have timely changes in order to compete with other organizations operating in the same line of business. The change in management and leadership is

an important element which is important for the sake of productivity of an organization.

There is an example attached with the assignment, in which the case study of Barclays has been identified in which the pledging of new culture has been identified on the Barclays Bank. The case study of the company revealed that changing of culture would certainly bring new change and effectiveness towards an organization and especially to the bank which has been selected for the same. Bryson found that applying two different minds on a single project would certainly yield a positive and effective result to the individual and same stance could have been applied with an organization, as when a company has different individuals associated with different cultures and mindsets would be more productive and effective to the companies who don't have such variation in their leadership and management level. From the course material, it is learned that proper leadership is required by an organization to bring positive change, thus organizations should have individuals and leaders have different educational background, culture and mindsets as well, as these variations can bring positive and effective change towards an organization.

There is a clear example is present in the case study of Barclays, in which the Board of Directors were emphasizing only on the British people to enhance the productivity of their organizations, but later on that particular instance didn't work for them because change in the culture is more than important for them to compete with other organizations operating in the country in the same business line. As a conclusion remarks, it could be said

that continuous change both in upper and middle level of an organization is necessary for its financial and strategic health.