

The vision failed

Business



Mr. Barelli thought that he had a very clear image of the vision of HTE in his eyes, but this was not the case. He was sadly mistaken. Maybe he was clear about the goals he had in mind with regard to this organization; he was surely unaware of the best methods to implement such changes.

The vision was to create a very democratic environment. The description of the case indicates the culture prevailing in HTE at that time was already quite democratic. There was not that alarming need of converting it to something new where none of the employees were able to understand the changes and the motives behind those changes.

The implementation of the transformational plan was for sure very weak. Most of the cultural and social factors were not taken care of. The vision highlighted a democratic kind of environment where Mr. Barelli rarely used to get into a dialogue. He preferred monologues, one-sided orders better than that. This clash of personality and vision resulted in poor implementations and confusion creation after four years of his management. (Hesselbein and Goldsmith, 2006)

Answer 3:

Mr. Barelli had immense knowledge of the aircraft industry. The vision he crafted for HTE was really attractive if we look at the wordings and the way it was drafted. But the worst thing about Mr. Barelli's management was that it damaged the social fabric of this organization. The organization was known for very effective and impressive relationships between employees and the owners, but his poor implementation of the plan changed everything for him and the organization. He tried to change things. Things changed for the worst. (Beyerlein, McGee, Klien, Nemiro, and Broedling, 2003). His managerial skills resulted in a damaged social fabric of an organization that <https://assignbuster.com/the-vision-failed/>

had this strength of its social fabric as it's the most important success factors.

Answer 4:

If Mr. Barelli returns as president of this firm, I would advise him to first of all make the vision clear to him. Once he understands it fully in the form of what exists and what he is looking for, the next step is to take into consideration all those who are involved and would be affected by this change.