

Detail any lessons learned and strategies that you as managers will either avoid ...

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Detail any lessons learned and strategies that you as managers will either avoid and/or engage in when designing the structure, building culture, and managing change in your organization

Shift of Grand Canyon to a non-profit Insert Insert The management at Grand Canyon requires a definite working framework in the transitioning period so as to attain its targets. According to Brian, the president of the University wishes to make a shift avoid the stigma attached to the profit margins of annual taxes they have to pay (Gonzales, 2015). The point is to give them a conducive environment to be in a competing position with the public universities.

The strategy in place is to have the tuition fee reduction to make it affordable to all social classes in America. First, they need to lay down a foundation that will be a stepping stone to success. The latter requires careful planning of the entire process. As such they need the support of the stakeholders in the institution and staff as a whole. Planning is a detailed process that will involve breaking the goals into a number of milestones each with a set time frame of achievement.

The management will carefully consider the estimation of the cost of the work at stake (Sendspace. com, 2015). The following requires an exhaustive budget of what is expected and financial projection of what they will incur in the transitioning. The budget has to go through various levels of scrutiny and auditing to ascertain its suitability and authenticity to achieving the project goals. It also involves a definite plan in monitoring the process of change. They need to make quick decisions in case the plan goes not as expected.

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The idea is to have the whole thing a success and anything that will come on its way should be stopped by all means possible. Through this, the management can learn what is right for the future through mistakes they make and from their colleagues that are optimal to the organization. In addition, it is vital to involve the regulatory department of education, as well as the internal revenue service. The higher learning commission needs to be partisan since they provide accreditation to the school (azcentral, 2015). The overall point is to have GCU hold onto more cash for its use.

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