

# Change management essays examples

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



- Structure changes, introduced in the enterprise, can be conducted in such areas as verticalization, process organization, governance and inter-firm networks Reiss, 2012, p. 2). If I was a leader conducting verticalization, I would explain to the employees the need for change and factors, which affected the decision to launch a change, before specific actions are taken.
- The example of task change can be connected with diversification of products and services a company produces. Here quality training and reward for employees, who will experience the change, can serve as good means to manage transition.
- Technological change may be associated with introducing new technologies into daily activities. Employees are to be made aware about the advantages of new technologies' introduction, as well as receive quality training, which will allow them to effectively make use of the change. Rewards for employees, who will best of all, learn to use new technology, can be launched.
- Most wide-spread example of change, connected with people change, is staff reduction. Furthermore, staff reduction can be often hardly justified. Thus a focus should be made on affirmative action, and managing employment-related duties. Employees are to be let to know about a staff reduction beforehand.

In all above-mentioned cases it is important to tell the truth to people, carefully explain reasons, which lie behind the change, as well as personalize the change.

- Burnout is one of most negative personal change issues, which can be experienced by a person at the workplace. The peculiarity of the burnout lies

in the fact that it can occur, regardless of a person's age, gender and work-related accomplishments. Moreover, burnout usually has complex reasons, as some of them may be directly related to work and a role person plays in the enterprise, while other prerequisites for burnout occurrence can be connected with personal issues, e. g., self-development, family life etc. Sometimes a person, experiencing burnout, can hardly explain why he/she feels it. To help a person deal with burnout, I would try to decrease a pressure on a person, as well as demonstrate importance of the role a person plays in an enterprise , as well as respect, patience and support. In some case it may be helpful to change person's duties or provide him/her with a holiday opportunity. It is important to involve a person in decisions, which can affect him/her. In order to prevent my employees' burnout I will take such steps as maintaining safe and well-organized work environment, carefully approaching goal-setting activities, reasonably evaluating workloads and deadlines (including with regard to each person's performance), involving employees into decision-making, getting feedback from them and ensure openness of communication between employees and management Kottler&Chen, 2012, p. 277).

- One-minute goal setting is the first secret of one-minute manager model. It lies in the fact that managers should clearly set goals, describe each person's responsibilities and the degree and scope of one's accountability. Thus no misunderstandings regarding duties and responsibilities can ever occur.

- The secret of one-minute praising lies in " catching" the moment, when employees are doing really good and praise them. In this regard it is

important to be immediate and not save praising for the future. The praising should include the description of what was done in a right way, emphasis on personal feelings of the manager in this respect, as well as a focus on importance of such a performance for an organization.

- The essence of one-minute reprimand lies in being touch not on person, but on behavior. One-minute reprimand involves being immediate and specific, when addressing employees' poor performance, and then encouraging employees to avoid such kind of performance in the future.

## **References**

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