

Organisations fail to  
plan are plan to fail



**ASSIGN  
BUSTER**

Part A: Organizations that fail to plan are planning to fail. Do you agree or disagree with this statement. Explain and refer to theoretical models and concepts in your answer. Organizations fail to plan are plan to fail Planning is the impact of defining organizational goals or objectives, establishing and overall strategy for achieving those goals, and developing a comprehensive set of plans to compound and set up organizational work. It is referring to what is to be done and how it is to be done. (Robbins, S, Decency, D, Coulter, M&Woods, M 2011). According to my opinion every business or organization need a plan.

The plan is like a roadman for the organization. The organization cannot reach to the expecting goals, success, and profitability unless they know the steps that need to take to get from starting point to final destination.

Therefore organizations that fail to plan are planning to fail. If organization fails to prepare for important changes, they may lose valuable lead time, competition and market share. Lack of a strategic plan negatively impacts the attitude of an organization's team. Employees who see aimlessness within an organization have no feel about greater intention. People need a reason to come to work every day.

This creates morale problems that employees are worried because the future is doubtful. This will hardly effect to the employment and negatively impact for the productivity. Regarding to my opinion, we have to identify about purpose of planning in other words why company need an efficient plan in order to overcome failure. Planning provide clear direction to managers and non-managers alike. When employees know where the organization or work unit going and they have to promote to reach the goals, they can arrange

their activities, communicate with each other, and take appropriate action to achieve goals.

Without planning, department and individuals might be working in deferent path or different purpose. Therefore planning keeps the organization from moving expeditiously towards its goals. Planning also reduce uncertainly, by forcing managers to look forward, think over the impact of change, and develop appropriate response. Even though planning cannot eliminate uncertainly or changes, it helps managers to evaluate changes and to develop the most appropriate response to them. Additionally planning minimizes redundancy and waste activities and increases the productivity on both short and long terms.

When work activities are organized around created plans, waste time can be minimized. Furthermore, when meaner and ends clear, wastefulness become noticeable and can be corrected them easily (Kimberly, D. 1999). Finally, planning creates the goals or benchmarks that are used in controlling. If we are not sure of what trying to achieve, we cannot conclude whether we have actually achieved it. In planning we develop the goals and the plans. When they control, we compare what we have done against what we planned to be done. Identify any unnecessary deviation and take any corrective action. Without planning, there is no way to control.

Robbins, S, Decency, D, Coulter, M, M 2011) Furthermore, we have to recognize what are the reasons for fail business plan in organization and what the solutions are make them work. One main reason for fail plan is poor leadership within organization. Frequently, as an organization, bring

everyone's ideas, experiences for create a plan. This generates lots of papers and lots of ideas, which have been gathered from everyone in the organization. However after few months, there are no recognizable results. The main reason for this is even the ideas are gathered the leadership had failed to create a one goal and to guide the many the goal.

Therefore the poor leadership causes organizations to fail achieve its goals and this cause for all occur set of problems, such as low efficiency, low productivity, poor staff motivation, lose customers, lose market share, low profits and etc. (Quality monitor newsletter). It has been found that many organizations don't have clear direction. Therefore the strategy plan should process with a strong leadership. The organization should be having a clear direction and good leadership to guide the organization towards this direction. If everyone is waiting for someone else to make it happen, then it only causes to failure.

Leadership set the clear direction for achieves goals. Leaders are ensure that communicating with stakeholders their vision and ideas. There for basically, leaders should have clear understand about vision and mission of organization (Rained, D, L 2010). Business plan fail because they only focus on the strategy and ignore other factors which helpful to create a successful plan, such as system, structure, skills, culture and budget (The information daily. N. D). Strategy is approach you to take reach and achieve your goals. Strategies are showing three major functions of business.

They are marketing, organizational and operation. When crating a plan there are policies and procedures should also have to follow. The system includes

the necessary and check balance to insure that policies and procedures are being followed correctly. The structure helpful to identify that how people are teamed and how they organize their work. Additionally it finds out who going to be completed the work, is that by owner, employee or by outsourcers. It is very useful to having group of people with ability and skills in the organization.

It can be in external and internal. In addition, organization should concern about deferent culture. It is referrers to deferent belief, aloes, and standards that shape the organization. Culture describes how employees work or accept decision made by management and their reactions. Organizational cultures plays very important role on planning, because if organization cannot understand the belief, values, sub-cultures and stereotype within the organization, then organization will have problems with execute their plan. The plan might be rejected by the employees.

Finally, it should concern about budget or fund for a given time period. If the plan is going over the budget and time frame then it is poor planning (The information daily. N. D) . Al these elements needed to be account in order to create successful plan. Organization may have strong strategy but lack of appropriate structure. If the employees don't have any single responsible to do the Job, then the Job will never get done. Most of the times strategy and systems are not adjusted. Due to no written policies and procedures are followed and no checks and balances.

People in the organization may not have the right skills to perform the system. Customers not treated correctly, because staffs do not have the

required knowledge about customer services. Therefore everything in the organization needed to be structured from top o bottom. Policies and procedures are needed to be created and documented, which address who doing what. (CBS network). This will define which employees need what level of skills to perform their Jobs. If the employee is lack of these skills then the procedures help the management to take action for improve employee skills.

All this comes through proper structure, therefore it is vital to pay attention on creating proper structure, which defines solid procedure and policies that helps to successful planning. To run a successful business plan, it is necessary to reorganize the strategy management process. First of all, the organization needs to identify their current mission, goals, and strategies. Every organization has a mission. The mission says about what business is doing. As an example Backbone Company helps you to connect with other people around you and all over the world by using technology.

Also mission statement includes with who are the customers we target, what are the major product and services, about markets, concern for employees and goals. Mission is short term and subjected to change with the plan. Identifying current mission, goals and strategies help the organization to ask question from their selves, which is have we achieved our current mission, goal? Or do our strategies help us to achieve targets? Identifying current goals, mission, or strategies help to the organization's to understand their success or failure and create new strategies, goals and set new mission statements (Linton, L 2011).

Time management is very vital factor to create a successful plan and also to execute the plan. Plans always have a tight schedule and gives valuable time to work. The management has to plan the time carefully, effectively and efficiently. After the plan is created it is necessary to make sure it is executed without any major changes thin the time. The plan might not be able to execute exactly, therefore it needed to be flexible when it is necessary. Managers should also need to be able to identify organizational strengths, weakness, opportunities, threats, and external factor effects the organization to create better plan.

The methods such as SOOT, PEST, and value- chain analysis help managers to identify above details prior to planning (Kimberly, D. 1999). These analyses will help to create better plans and strategies. In conclusion any organization, which desire to achieve success needs a proper planning. The organization who are fail to plan will eventually fail. Plan defines set of objectives which needed to be achieved within time frame and strategies to be followed in order to achieve the defined goal. Planning provides clear direction, certainty, goals and bench marks and increase the productivity by minimizing the redundancy and waste activities.

It helps the organizations to increase efficiency and the strength to overcome the competition. However many organization fail to plan due to number of reasons. The organization which hasn't got any plan don't know what need to be done in order to achieve targets, gain high market share, earn profits ND make strong customer base. Therefore organizations that fail to plan are planning to fail. Reasons which cause to fail planning can be

identified as poor leadership, lack of appropriate structure, lack of policies and procedures.

Furthermore focusing on the strategy and ignore other factors which helpful to create a successful plan, such as system, structure, skills, culture and budget also cause to fail plan. Poor leadership caused to poor employee guidance during the execution of plan. Lack of structure cause and procedures cause the employees to not knowing their responsibilities and poor skills. They do not know what to do and which effects employee morale and poor productivity. The ignorance cultures cause the company to not know how to reach customer and good employee management due to lack of understanding in sub-cultures.

Lack of skills causes employees not to achieve the goals within the plan due to lower skills and low budget cause for low resources. Therefore the management should avoid occurring above factor in order overcome the failure of planning. To overcome the failure, organization has to identify their current mission, goals, and strategies. If the current mission, vision, and strategies are unsuccessful then they can create new set of goals, missions, and strategies (Allison, M & Okay, J 2005). However time management is a vital key to success any plan.

Therefore the management has to plan the time carefully, effectively and efficiently. The plan and strategies might not be able to execute exactly as it document, therefore any plan has to be flexible. The analysis such as SOOT, PEST, and value chain can be used to strengthen the plan and create better strategies. By doing so Organizations can avoid fail to plan and achieve



success. Part B: Critically reflect on your own ability and skill to plan. Explain how you will develop planning skills to help you prepare for future management challenges.

In Planning there are number of stapes we can follow to improve the planning skills and create a successful plan. They are: Describe company background and purpose Identify goals Conduct market/problem analyses Explain how to produce the product or service Explain How to market product Create financial statement Identify key executive who effects the plan Identify critical risk Put the business plan together (Robbins, S, Decency, D, Coulter, M, M 2011). Following this guidance help to improve the planning skills and create a successful plan.

The first step which is necessary to create a successful plan in any scenario is to identify the background, why a plan is needed, and what is the purpose of this plan. Because depending on the problem background, all the requirements of the plan will be change. Then both short and long term goals needed to be created. The goal helps to measure the success of the plan. Likewise following above steps cause to increase planning skills. Good example for this is the way I decided to get a Job on Hotel Management. First I identified there are lots of Job opportunities Hotel Management in Sir Lankan.

Therefore I decided acquire a Job in Hotel management. My long term goal was to get a Job on Hospitality management and short term goals were getting a relevant degree or education and get relevant experience. However I understood I'm lack in knowledge and experience. Therefore I

decided to study college, because tuition fees are lower than universities. However I need tuition fees annually, therefore I decided get finance from parent's and do a part time Job. However still there are some risks which affect my plan, such as failing exams, health robbers and sudden financial loses.

Finally I gathered all the information that I found out during each steps and created the final plan. Here the background is Job market in Sir Lankan and the purpose is to gain a Job on Hotel Management. The product is Hotel Management Degree and studying at college is the way of making this product. Identifying tuition fees and living expenses are the financial statement. Myself, lectures, students, and parent's are the main executives. As in conclusion the following above steps helped me to improve planning skills. However any plan cannot be execute exactly as it documented, therefore it needed to e flexible.