

Project management

[Business, Management](#)



CASE STUDY ABS Canada is involved in business transformation seeking to merge the entities of the business into a single unit. There is a need to develop an integrated information management system which can be used within the three business entities. The team charged with the responsibility of assessing the situation has recommended the acquisition of a software package for finance accounting, human resources and sales in the three entities.

Background information

ABS has acquired two subsidiaries that have resulted in the company having three autonomous entities. The organisation currently needs to merge the operations of these three entities into a single organisation and develop a single IT strategic plan. The three entities of ABC Canada will now share financial, human resources, and sales management elements. There is a fundamental problem of the current systems as they cannot integrate and share information with each other. According to Jean Roberge, the vice president of IT at ABS Canada, the required system should be able to integrate the management system for the development of the entire organisation.

Issues

The adoption of the new system presents various management issues that include the technological changes making some of the current approaches become obsolete. There is an imminent change in the direction of IT management at the company following the implementation of the proposed system. This will change the roles performed by Roberge, hence he needs to find someone who can assist in performing the various activities arising after

adopting the new system. The process of getting an assistant to Roberge is a fundamental challenge that is threatening the implementation of the proposed system

Analysis

Understanding the situation remains essential towards gaining insight and consequently getting the solution to the problem facing the organisation. It is essential to make a consideration of the organisational capabilities regarding information technology in seeking to ascertain the possible solutions to the problem identified. Roberge should conduct an Emerging Issues Analysis in seeking to understand the concerns which might arise in future and develop a strategic plan for the future (Kloppenborg, 2014). This would involve brainstorming with fellow employees whom he feels can provide support in finding solutions to the problem.

Recommendation

Since technological change remains inevitable, there is need for Roberge to conduct training of fellow employees through the consultants who have been involved in making the proposals. This will enhance the knowledge of the employees in using the technology and assist in employees capability to accept the changes

Roberge should consider searching for someone to assist him from outside the organisation. Here, he can be able to find someone with the right knowledge of the system being implemented as the person might have used such a system elsewhere. Internal recruitment will not present the organisation with an individuals with much knowledge concerning the modern systems.

Conclusion

Organisational restructuring involves conducting fundamental changes to the business operations and numerous challenges arise out of such activities.

When new technology is being introduced to the organisation it is essential to consider external professionals to conduct training and even employment of some to support the implementation of the changes.

References

Kloppenborg, T. J. (2014). *Contemporary Project Management* (3rd ed.). Stamford: Cengage Learning.