

Managing change and building positive risk culture by atkinson

[Business](#), [Management](#)



The paper “ Managing Change and Building Positive Risk Culture by Atkinson” is a wonderful example of an article on management. As we all know, change is inevitable in our organization as the world is developing and revolving in all angles. Advancement in the levels of technology among other things has fuelled change related activities in our organizations.

Understanding the dynamics of change is very vital for the entire process to be successful. There are many approaches that are applied to enhance change in our organizations today, but the most applied one is directed change. This is mostly driven and facilitated by the top management of the organization. This kind of change relies on the core authorities and total compliance from them too. Basically, it focuses of the emotional reaction of employees within the organization. Communication in all levels is important to ensure a successful transition to the desired change within the set timeline. Synthesis of the article

The article focuses on change management and the importance of building positive attitudes when it comes to risk culture. Generally, risk management is normally a big issue that requires total commitment to ensuring that it is implemented at the right time and on time. The most common risks in organizations are strategic risks and operational risks. The situation applies to both the public and private sectors in the global economies.

Another factor that is featured in the article is the organizational culture that has direct repercussions on whether the desired change will be implemented in the right way. To be precise, this is the attitude and norms that are adopted by the employees of the organization at the workplace. Mostly, when people work together for long periods of time, they tend to develop a

culture that is observed by all of them since they consider themselves a family. However, this may be of positive or negative effect to the well being of the company. It is very important for the employees and the management, in general, to develop the right attitudes and culture in the organization for the benefit of the organization.

Further, risk management also matters when it comes to achieving the set goals and objectives of the organization. The level of success in business in business is highly determined by the kind of risks that we take by the end of the day. A balanced ' risk attitude' is mostly considered to be the best by most economic analysts. However, our attitudes and behaviors matter a lot when it comes to risk-taking for the worst or the best.

Analysis of the article

Implementing change in the organizational culture sometimes can be tricky because the employees have adopted the culture that prevails in their working environment. In reality, the management of the organizations always emphasizes on quality service delivery to the employees every financial year. Quality improvement is also another factor that should be emphasized and implemented. This is the reason as to why they promote a measures risk-taking culture.

Risk management should also be a serious business for management. The nature and the degree of risks that are undertaken by the organizations should be within their strongholds. That is why it is important for the management to encourage and promote the creation of risk appetite among all employees in the organization. What we mean here is that we need to be confident and certain in the kind of undertakings that we are pursuing both

in short and long-run periods of time.

The governing structures in this context which is the management should also provide all the resources that are required to facilitate the implementation. Sometimes the management is mostly the barrier because the systems are rigid and uncooperative with the kind of change that is expected to be implemented in the organization. This is why we need to build a positive and friendly risk-taking culture in our organization (Atkinson 1-6).

Brief conclusion

From the article that we have synthesized and analyzed, we can clearly see that implementation of the organizational change requires the parties and stakeholders involved too clearly and fully understand the dynamics of change. This is because the change that is desired may be as a result of other factors that affect the well being of the organization. To be precise, a direct change which is conducted by the management should be properly and effectively communicated to all employees to minimize instances of resistance or rejection from them. In our context, risk-taking culture should be impacted by the employees for the benefit of the organization. The governing structures and stakeholders should also play their roles well to ensure successful implementation of the organizational change.