

Managing in sacred cows organization

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



The chief executive officer, among other senior staff members of Quart Limited, has indicated a rejection of James' proposed changes. This has caused the labeling of James as a “dictator” and “freshman” into the organization. The chief executive officer also needs James to adhere to the existing organizational culture and trends. On the contrary, James has not given up on his change quest, and he has gone as far as formulating a change strategy, which needs to be adopted in the organization. This includes the process of change adoption and implementation.

The overwhelming quest for a change in the organization, by James, has resulted in the attainment of conflict in the organization. This conflict results from a portion of senior, as well as junior management staff of the organization. The base of this conflict is on the change, which James is introducing into the organization, which seems to alter the traditional practices of the organization.

Despite his efforts, James is blocked from introducing change; in the organization since a large portion of staff members have declined the change. Consequently, James has decided to engage all the stakeholders of Quart Limited into a forum, which will discuss the necessity of change in the organization and explore change implementation and adoption process. Further, James wants to invite a colleague-managing director from Starbucks Company to aid in facilitating the forum of change adoption in Quart Limited.

It is James thought that these actions will contribute towards the end of the conflict Quart Limited had seen, as well as induce change effectively, in the organization. Moreover, James believes that the managing director from the

Starbucks Company will act as a motivating factor for encouraging the organization to adopt change.

1. How should James invite all the stakeholders of Quart Limited into the change forum and what should be the agenda of such a forum?
2. In your opinion, using the concepts of change management, were the actions taken by James beneficial to the success of change introduction? If yes, why, if not why? What would you have done if you were James?
3. What do you think managers should do in order to run the organization activities, as well as manage effectively in “ Sacred Cows” organizations like Quart Limited?