

# Example of case study on overcoming resistance to change

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



Bureaucratic organizations are slow to adjust to change but there is something a manager can do regularly to make change less shocking when it is necessary. Managers can consistently and subtly remind employees of the company goals which are stated in the mission statement. If managers do this everyone will be working towards the same goals all the time. It helps everyone feel like they are on the same team and when change is necessary a manager can remind everyone that ' Well, the goals are still the same.' The reminder should help make any changes seem less scary or unnerving. It is true though that some employees do not like any change at all. A common result of evaluations though is the introduction of some kind of change in a process or in the tasks of one person. Employees may dread evaluations because of this. They may feel that being asked to change something is a negative comment on their work. This type of reaction to change and feeling that change is ' something personal' needs to be avoided as much as possible. Employees need to understand how they will be evaluated and how they will benefit. The assessments will help employees keep track of their professional development. It is only with information provided by evaluations that bonuses and promotions can be assessed. The best strategy is to make the employee a partner in the evaluation. The manager will write a detailed job description and the employee will share their perspective. Together the manager and the employee will smooth out the differences and any innovations. Once the description is agreed upon it will be placed on file until the next round of evaluations.