

Hrm450-0704b-02
organizational
change - phase 1
discussion board



**ASSIGN
BUSTER**

Organizational Change – Task Change is inevitable. It will come sooner or later and everybody must be prepared for it. Those who don't prepare for it in advance are usually the ones who lose out on any opportunity provided by the change. For long we have seen that conservative leaders fail to bring about a change in their organizations with changing times, thus failing to run their business efficiently and eventually have to shut their business. Leaders must be dynamic in their thinking and apply the provisions for changes well before the time arrives. According to the commitment to change model of change management, a leader's job is be foresighted and bring the change in their organizations through informing and educating the employees about the change and finally committing them to the changing process. By informing the employees of such a change, it prepares them for changing their behavior and makes them aware of change and the reason for its occurrence. Education about the change is an understanding process and helps employees to make decisions whether to accept or reject the change. An important thing here is to portray a positive perception to the employees about the change so that they finally commit to the change and act upon it. The Elizabeth Kubler-Ross Model of change management describes that employees of an organization may differently react to the change initiation process. In extreme cases employees may deny that any change can take place and show anger and depression to ward off the change. Leaders must give enough time to such employees so that change can sink in the employees' minds and their routine. In some cases employees may bargain or even accept the change without any problems especially if the employees are new and young as they are in the case of the Tech department.

But in organizations that have decade full of history, change may not be only <https://assignbuster.com/hrm450-0704b-02-organizational-change-phase-1-discussion-board/>

difficult to implement, it might just become more of a problem just like in the case of CF&F. The cultural indicator tree model looks to identify the core beliefs and commonly held assumptions of the employees working in the company so that leaders can focus their attention to the roots of change management. Cultural indicators like values, beliefs, stimuli, legends etc. all need to be identified to give a chance to the leaders to properly understand the reasons behind change acceptance.

Custom Food and Feed Corporation has been a major player in the industry for quite a few years. Overtime in has built on its name and reputation however with recent allegations this image is being tarnished. Correcting this is a challenging job for a leader especially when the leader is new in the organization just like me. Therefore for bringing the change an adoption of the commitment to change model is thought to be the best in the current situation of the Tech department and the company. Managers in the department have built up a strong culture in this particular department including favoritism for some employees. However the employees would be young and more agreeable to change therefore making them aware and educating them about the change would be easier. A push in the right direction is all that the department needs to break the deadlock of the culture that Tech's managers have for so long established. Once this thought is clearly accepted by the employees, commitment to change will automatically come along with increased support and collaboration between the employees and the managers to work in order to achieve the collective organizational goal.

Works Cited

1. " CM Models: Approaches to change management", Enterprise Solution <https://assignbuster.com/hrm450-0704b-02-organizational-change-phase-1-discussion-board/>

Competency Center, Available at , Accessed on November 29, 2007

2. Kotter and Schlesinger (1979), " Six Change Approaches", Available at ,
Accessed on November 29, 2007