

The Process of Organizational Change Management - By Jerome Cedicci & Robin Trehan

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In this day and age, companies are constantly seeking ways to improve their relationships with their employees and provide better forms of communication to them. Change management provides a new way of creating an atmosphere of improvements and advancement.

The US emerged as a global superpower after World War II, mainly because of the role of the US dollar as the global reserve currency. In this role, the US was able to enjoy considerable control over international currency and freedom from the necessity of keeping any other currency in reserve, what is termed monetary hegemony. In history, this hegemony has been threatened periodically, the latest being the Japan threat in the 1980s, the astronomical economic rise proved to be unsustainable. Their edge was technology and work ethic discipline. In the end, the US economy recovered with as Japan went into decline through excessive consumption and bad credit policy.

The greatest threat to US economic supremacy today is the rise of yet other Asian countries. The rapid progress is in technology-based industries, with China followed closely by India leading the pack away from the West. These emerging economies are disciplined, highly educated, productive, dynamic and young, with huge populations fueling local markets and launching international trade from a solid economic base. And with economic power on the rise, the next step is geopolitical strength. But is it sustainable? Perhaps, because these two countries have huge populations unlike Japan, local industries will probably continue to thrive even without American consumerism although perhaps not at present levels. The US cannot count on these countries fizzling out because of the changing global economic structures.

What the US can count on are its resources: the land and the people. There is a need for the US to recognize that a major contributor to economic decline is the failure to invest in the future. Poor educational outcomes has shrunk the capabilities of the young to compete effectively in the global market with more disciplined, higher motivated, better educated Asians. The focus on education has been lost and needs to be given extensive support by the government as well as the general public as a national resource.

Another focus lost is the impetus for entrepreneurship, the pursuit of the American dream, mainly because of stringent corporate governance that makes it difficult for the little guy to make a dent in industry. Non-traditional businesses such as Internet-related industries still holds promise and generate many jobs, but the flexibility such industries enjoy should be carried over into other business sectors as well through tax incentives and favorable corporate governance regulations. This will encourage local businesses to invest at home, as well as multinational and foreign companies. Because Americans are the world's largest consumers, balance in terms of industrial trade-offs would have a significant impact on the GDP and other economic indicators such as employment rates.

In relation to consumerism, Americans also consume huge amounts of energy, which accounts for their dependence on oil and gas. But the huge resources available to the US make it possible to seek viable alternate sources of energy with the support of industry and government. Alternative renewable energy can be wrung from the water, wind or the earth (corn, sugarcane) with new innovations making them commercially and economically possible, which will enable the US to ease out from under the economic burden of acquiring oil to make the country run.

This also means providing a much needed plan of change in any given organization. When looking at change management, many forms can come to ones mind. The most common form of the word change management refers to the organizational change management. The process of organizational change management is the process of developing a planned approach to change in an organization.

Typically the objective is to maximize the collective benefits for all the people or employees involved in the change and minimize the risk of failure of implementing the change. Also ensuring that the change is addressed as simply as possible and without apprehension. The basics of change management deal primarily with the human aspect of change, and are related to pure and industrial psychology.

Furthermore, in regards to change management it can be classified as reactive or proactive. If the change management is considered to be reactive the case management is responding to the changes that occur in the macro-environment. However, if it is considered to be proactive the case management is responsible for imitating a change that will achieve the desired goal. Furthermore, change management can be processed on a regular basis or even on a program by program basis. Change management can be reached by using a number of different angles and applied to a various number of the organizational processes. Information technology management, strategic management, and process management, are most commonly used when enforcing change management.

In order to receive the best results, change management must be multi-disciplinary, meaning that it should touch all aspects of the organization. This also consists of dealing with all the aspects of human behavior and the attitude towards change. However, at its core, implementing new procedures, technologies, and overcoming resistance to change are fundamentally human resource management issues. To really grasp a change management process in the business, the company must provide emerging evidence from systems thinking and complexity science which will indicate large systems that will show a different behavior than their single parts.

In this process the system theory talks about organizations as "non-trivial machines", in the non-trivial machines, their behavior cannot be predicted or calculated by a computer. The latest sciences are applied to organizational development and change. In this area the change management is done in Appreciative Inquiry, Open Space Technology, and Systemic Constellations. Each company must determine the best method of organizations change management that is the simplest for them to implement with the least resistance from the employees. Change is like knives, which either serve us or cut us, as we grasp them by the blade or the handle.

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