Combating resistance to change in a hierarchy company culture

Strengths and drivers of hierarchy company culture

Controlled and structured

- Activities are structured by regulations and procedures. Responsibilities are more significant than the individuals that fill the roles.

Coordinating, organizing, efficiency oriented

- In a hierarchy company culture, the tasks are executed with a high degree of efficiency and accuracy thereby enhancing productivity. Those that are accustomed to their roles can perform their duties with minimum errors and confidence.

Strengths and drivers of hierarchy company culture cont'd

Security, conformity, predictability

- Leaders in hierarchy company culture emphasize on enhancing the predictability of the whole enterprise. The manager establishes clear performance standards that are adhered to by all employees (Schrage). Leaders in this company culture focus on training, secure in the knowledge that the staff would be retained by the firm for a period that will allow the repaying of their investment.

Strengths and drivers of hierarchy company culture cont'd

Formal rules and policies

- A hierarchical company operates in a stable setting and possesses a control system that is hierarchal. The firm has many policies, procedures, and rules that direct daily activities (Alkhafaji, Abbass, & Richard 210). The company leadership is centered on low cost, efficiency, and predictability.

Hard driving and tough

- The control structure can be either horizontal or hierarchical, and there is a lack of a rapidly evolving external environment. The culture of the business is demanding and competitive. Penetration and market measures are the measures of success.

Methods of Resisting Change in Hierarchy Company Culture

- Inclusive organizational development: Ensure that employees are engaged to participate in effecting the change.
- By using HR management, it is possible to change the attitudes and perceptions of personnel that are the result of their concern for the technical features of change.
- Development of inclusive leadership practice and processes: Focussing on new performance standards for employees and inspiring them to think in diverse ways.
- Top executives can shift their focus from the technicalities of activities to discussing what these activities signify about developing responsiveness and resistance to change.
- Comprehend the actual nature of the resistance as employees usually oppose social change.

Works Cited

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