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Course

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Combating Resistance to Change

Organization structure of a small enterprise could either ensure smooth activities or lead to weak operations. The hierarchy company culture is not the most satisfactory alternative for most modern businesses. In its place, active corporations are shifting to an organizational structure that provides opportunities for employees to be involved in decision making and evades the inflexibility of traditional structures.

Classification

In the hierarchical approach, authority flows vertically and upward, and employees are organized into departments. Each personnel adheres to a chain of command. For example, the CEO has the last word on activities in all departments, but each has a manager that foresees the daily operations and consequently communicates to the CEO (Duverge). A good instance of this is found in the military. All soldiers are answerable to the commanding officer, while the President is in the top management.

Shortcomings

In the current internet-shaped and global economy, the fast movement of people and across countries implies that the traditional hierarchical company culture can restrict the functions in the firm. For example, if a business requires authorizing the purchase of new supplies to satisfy a customer's order, an employee must follow up the chain of authority till he/she occasionally approaches authority to consent to the transaction. Enterprises attempting to

conform to the new economy can develop extra challenges by adjusting their old company culture gradually instead of restructuring it from top to bottom, leading to confusion regarding the placement of authority (Duverge).

Paybacks

In the old hierarchical culture, the staff has a clear understanding of their responsibilities and roles within the company. Therefore, enterprises with this culture have predictable and easily controlled moves (Duverge). These firms usually have multiple policies that allow managers to utilize pre-set guidelines for handling conflict.

Considerations

Many organizations are abandoning the hierarchy company model. The most recognized organizational structure is the virtual company. For instance, a business may sub-contract several fundamental roles, such as customer service, to another firm. Moreover, some companies may permit employees to handle their projects. Still, some hierarchy company culture is required, particularly when an issue occurs and someone with power should make a decision.

Overcoming Resistance to Change in a Hierarchy Company Culture

Overcome opposition

Irrespective of how efficiently enterprises tackle a change, there is always resistance to it. Businesses should involve those that resist the change. In doing so, they can keenly observe what their worries are and perhaps relieve the concern in a timely fashion. Providing employees with the time to contribute their thoughts, it provides assurance that they are part of the change (HR Management).Early and frequent communication is essential when trying to communicate issues to personnel. There should be consistent communication between the staff and management on the daily activities, and future operations. The best thing that a company can do regarding this is

to be timely, honest, and upfront with extensive changes in the firm. Intranets and company-wide emails are effective methods to use, and they allow feedback from the employees.

A justification for why the change is necessary is an effective approach. Through assisting the workforce to comprehend the significance of the change to the business better, it becomes easier for them to be on the same team with the board. Furthermore, it encourages staff to be supporters of change (HR Management). If personnel sees the benefits if they are explained to them instead of providing them with a limited view

Improvement and creativity are aspects that are happening daily at the company. With innovative proposals and concepts there are always means to develop as a firm, whether it be adjusting the attitude on tasks, or modifying the manner the office dynamic is on a daily basis (HR Management). Irrespective of what it is, there are still ways to develop, and this can impact how the workforce views change management in the company.

Successfully Engage Workforces

A productive enterprise receives and responds to employee feedback. This is because they are the ones ensuring that every customer is satisfied and that all the tasks are completed in time, so sustaining them in participation is important. If feedback is going to be gathered, it usually needs to be read and implemented. Feedback can be utilized in the changing the plan and demonstrating to the staff that their concerns and ideas are being considered (HR Management).

Comprehending that every employee is different from the other is another essential strategy to apply when attempting to grasp the concerns of the workforce. Having the ability to recognize that there are going to be multiple causes for resistance depending on the individual is significant because then managers can design methods to resolve these issues.

Execute Change in Several Phases

Change is not spontaneous but gradual. Firms should first prepare for the change, then start to enforce the change, devise a plan for handling the change, encourage the change, and guarantee that everything is going as planned.

Convey Change Effectually

The most successful way a company can communicate change is to communicate to the staff the change that is happening openly. Employing a mix of informal and formal communication allows the company to ensure that each of its employees is updated about the modification (HR Management). Using communication channels such as town halls, emails, face-to-face meetings, and company intranets, the message will be received by everyone in the firm. Using various means of communicating change assists in explaining the enterprise's goals, expectations, and visions.

Works Cited

Duverge, Gabe. "Top-Down Vs Bottom-Up Management Styles." *Touro University WorldWide*, www.tuw.edu/business/top-down-vs-bottom-up-management/. Accessed 16 July 2017.

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