

Organizational Change

Each organization has its own background perceptions, ethics, values, history, and ambitions. Therefore, a “one size fits all” change management process may not work in every organization. We must assess and adapt our process to fit the backgrounds and philosophies of each organization.

Given this understanding, we need to research and assess when, and if, an organization is ready for change, and then adopt a process to best facilitate the change process. Choose a Middle Eastern organization at which you are currently working or one in which you are familiar. (If neither is possible, conduct an internet search to identify a Middle Eastern organization which has gone through a

transformation process within the last three years.) Then address the following:

- Provide a brief summary of the organization (its history, culture, industry, product, and services).
- Explain why a change was needed. What is the gap between the present state and the desired future state?
- How strong is the need for change?
- What is the source of this need? Is it external to the organization?
- If the change does not occur, what will be the impact on the organization in the next few years?
- Briefly explain if the change process

was a success or failure.

- Based on what you have learned thus far in the course, evaluate the company's readiness for change. Were they ready, why or why not? Would you have done anything differently?

Your well-written paper should meet the following requirements:

- Be 4-5 pages in length, which does not include the title and reference pages, which are never a part of the content minimum requirements.
- Use Saudi Electronic University academic writing standards and APA style guidelines.
- Support your submission with course

material concepts, principles, and theories from the textbook and *at least three scholarly, peer-reviewed journal articles*.

- It is strongly encouraged that you submit all assignments into the Turnitin Originality Check prior to submitting it to your instructor for grading. If you are unsure how to submit an assignment into the Originality Check tool, review the Turnitin Originality Check – Student Guide for step-by-step instructions.

Textbook:

Cawsey, T. F., Deszca, G., & Ingols, C. (2016). Organizational change: An action-oriented toolkit (3rd ed.). Thousand Oaks, CA: Sage Publishing