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### Change Management

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**Abstract**

Change has transpired in the leadership approaches and structure of the social organization. Managers have turn out to evade dictatorship approaches of leadership and becoming more paternalistic for the best interest of the organization. There are various factors that have stimulated the organizational changes including technology development, government regulations, competition, and need for growth among others. Changes redesign the organization in terms of organization and internal processes. In this paper, I will discuss the how leaders in my field of study have dealt with the issue of change management and leadership style. Also, I will relate my literature reviews in connections with my findings and possible recommendation that can be suggested in dealing with change management in the organization.

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### Leaders and Change management in organization

Change management is the organizational practice that develops strategies that will prepare, equip, facilitate and monitor the process of change within the organization. As we are fully aware that most of the people are resistant to change there is need to develop strategies that will monitor and facilitate the process effectively. Most organizational changes when properly embraced leads to the achievement of competitive advantages in the market (Huth, 2008). Increased responsiveness of the clients, as a result of information becoming more reachable globally, has led to the transformation of many institutions particularly in corporate governance doctrines. For instance, major changes have taken place in the field of marketing recently. Marketing is a fundamental section of the organization as it develops strategies that will interact with the external environment to ensure that the clients are aware of products and their features. Earlier a lot of funds were billed to the department where the salesperson was utilized to contact the clientele physically in their locations. Paid ads were not widespread, as the channels of reaching the public members were not proficient.

### Literature Review

According to the various research conducted, technology development is steadily facilitating the transformation in the field with the utilization of online platforms where the adverts reach out to the customer regardless of the geographical locations (Brookfield, 2010). This mechanism has been of great significance where it facilitated the reduction of the salesperson and agent roles, hence enabling the organization to reach out more and achieve high levels of growth and profitability. That has come to be addressed by leaders in many

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corporations where the strategies are formed to ensure the organization becomes more competitive in the market. For instance, Ford Company is one of the organizations that is investing or spending more on their online advertisement with the users of social media platforms, in order to ensure that they reach out to the maximum target customer as possible. The leaders in the organization developed the strategy that has also help in communication as the feedback or response time in the organization has been reduced hence improving their products too much the customer taste and preferences. Indeed, the management has also altered the push techniques of production where the person could plan the final production in a method that outfits the customer preferences (Tidd, Bessant & Pavitt, 2005). Value Stream has been an essential characteristic of the merchandise. The management has integrated regulations that have changed the entire procedure to pull system which is expected to facilitate the value addition. Every the practice that do not insert value to the ultimate produce are eradicated. In addition, the administration of the organization has developed strategies that recognize limitation in the process hence this will tend to improve the production level and facilitate cost-effectiveness in the organization.

### **Findings**

What did you learn from your research? This can be written in first person. Is there a specific factor/issue that was new or important to you? Would you be able to incorporate any suggested changes in your workplace or organization? Was your thinking on this topic changed or enhanced? In what ways? What do you still want to learn about the topic? – this ties in with following recommendation.

The leadership styles are vastly affected or influenced by the changes that the organization is facing. The more the company transforms the system to be customer focused, the more it improves the brand in the market and attains high levels of market share. There is also need for the leaders to include the workers in the change process in order to motivate them and facilitate the embracement of the change process. The leaders have to facilitate teamwork in their leadership style within the organization, in order to stimulate the achievement of competitive advantages in the market. Bearing in mind there are more technological developments that result in less workforce at the company, the administration has recognized reforms which aspire at having more professional and skilled workers so as to verify the systems and making certain that there is no breakdown or abnormality (Todnem, 2005). This has been cost-effective in terms of labor savings.

**Comment [KS2]:** This is more appropriate in lit review

#### **Recommendation for Future Research**

In order to deal with the subject of change, the company has also implemented the Potter's models which include steps of how to realize sustainable transformations. The management is consequently coming up with policies that ascertain a sense of necessity in the organization as a way of preparing it to become accustomed to the changes in the surroundings. They generate a guiding alliance, extend visions as well as approaches and communicate the change vision to the parties involved internally and externally (Hughes, 2006). More imperative is the actualities that they give power to workers for the achievement that will transform the company. They have realized how significant the workers are in the organization, therefore, such steps are essential. Finally, as Potter anticipated they form short-term objectives which play an

**Comment [KS3]:** This is lit review material

important role in recognizing the long-term plans and the transformations turn out to be part of the organization culture. Presently leaders are developing the agreement by making sure that there is involvement of the team when making decisions and creating strategies. When the leader develops an inclusive leadership style that will make the employees at ease and comfortable, then there will be significant productivity and development of the product that meets the customer needs and preferences in the organization. Many styles of leadership are also utilized collectively to attain the necessary amends. For instance, coercive leadership is mostly utilized when an organization is undergoing periods of transformation such as a turnaround or a takeover as it is highlighting an instant action (Hambrick, 1995).

On the other hand, the leaders are also making their ways to advance and make sure that they have the latest skill and ability that are required to facilitate the process of change in the organization effectively. Associate leadership is also extensively utilized so as to generate a constructive bond with the workers in order to expose them to the feeling of belonging to the organization. It is an essential approach of rebuilding teams in times of change and making the workers resolve individual issues such as tension or stress.

Authoritative style is on the other hand appropriate in a situation where the organization is undergoing main transformations. In this case, the leader will be concerned with motivating and governing of the entire team at the place of work so as to attain a common objective. It motivates attendance of industrial spirit at work and passion that stimulates the whole organization to spotlight on the mission. Such styles when used mutually have made the leaders communicate well with minors and change the organization, so as to become accustomed to the

changes without any disputes. Prior to managers were mostly involved in utilizing of only one approach of leadership but bearing in mind the environment changes it has been to use a number of techniques so as to deal with the demands in the industry.

Autocratic administration approaches are also vanishing, where the executives could make the decision without taking into consideration the views of the workers (Gill, 2012). Communication also has seen many transformations which now happen downward as managers have recognized the need to make it effectual and resourceful. Actually, with the development of the information technology the communication platform to the convention of less official approaches such as Redeployment Corporation results in social media or business website. These strategies have enabled the organization to become more accountable and transparent leading to protect their long-term survival (Hughes, 2007).

#### **Recommendation for Future Research** (not best practices)

Discuss the areas of research that need further examination in your opinion, not the authors of articles reviewed. Include one or two items to consider that are specific and measurable. This ties in with findings section. See examples I provided in the forum on APA and Exam tips.

Training and educational programs is the key element in implementing changes in the organization effectively as the employee or the team need to be educated and enlighten on how things will work, challenges and the advantages. The training will also provide insight on the mechanism to be utilized in implementing the new strategies in the organization and embrace the change.

**Comment [KS4]:** This is best practice

### **Conclusion**

Change is an inevitable factor in every organization and many organizations face significant challenges when embracing changes. The leader or management of the organization has to develop strategic approaches that will facilitate the implementation and embracement of the changes by the team in the organization. Poor implementation of changes by the managers can result to massive loss in the organization or conflict of interest that negatively affects production significantly. Comprehensive leadership style needs to be incorporated in implementing changes and developing strategies to ensure that the organization achieves competitive advantages in the market via the changes available. Training and educational programs are very vital in the process of change management.

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