

# Implementation Paper

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For the effective realization of the long-term goals of Cardinal Health Inc., recommendations suggested need to be put in place. The implementation process will be facilitated by utilization and integration of the culture, structure, as well as human resources available. However, this implementation will involve a series of actions that will involve adherence to the laws and regulations that should govern the course of actions when implementing such strategies. This will protect Cardinal Health Inc. from engaging in an action that may lead to the organization being threatened in terms of its finances or its reputation. The implementation process may be faced with some challenges along the way. However, if appropriate measures are put in place, the challenges can be avoided. Some of the challenges likely to be experienced are discussed below (Smith, 2018).

### **Challenges for Implementation**

Whereas there is a shortage of talented leaders required to fill the leadership positions of companies, Cardinal Health may experience other challenges in having the right leadership. One such challenge is the absence of candidates within the organization that can take up the existing positions of leadership within the organization. It would take a lot of time for Cardinal Health Inc's human resource department to employ talented experienced leaders from outside in replacing the poor leadership. This decision may also be accompanied by the unlawful firing of the existing leadership. Additionally, the activity would as well incur a lot of costs whereby it would be more expensive to hire from outside the organization. Moreover, the management would be in a dilemma on who to hire so that the right leadership is in place. This may be brought about by the evolving changes in the responsibilities associated with the roles of leadership (Adserias et al., 2017).

Cardinal Health Inc. would also face a challenge in implementing the initiative of a shared vision in the organization. As much as the vision may be shared among all the stakeholders in Cardinal Health Inc., it may fail to be realized and just remain a written statement. A vision can direct and drive the organizational activities because everyone would be working towards the attainment of the set vision. However, the failure of the executive groups to take an advantage of this may lead to downfall. They focus more on the current achievement rather than the future. Another challenge attached to having the shared vision is the failure of the workers to work towards the attainment of the vision. Most of them work for income rather than the vision for which they are employed (Strese et al 2018).

Change is another aspect that Cardinal Health Inc. should work on. As opposed to the traditional strategies of operations in the healthcare industry, many organizations are evolving with the changing technology. According to Bowers et al. (2017), many organizations are incurring a lot of expenses financing modern technology. Cardinal Health Inc. is not an exemption as it may be faced with this challenge. Additionally, resistance is likely to be experienced by some stakeholders of Cardinal Health Inc. This will be brought about by reluctance by some stakeholders to agree to the ideas of others. Planning is another challenge likely to be experienced in adopting the change. For instance, it would be hard to determine whether the introduction of a new system in the organization would compare with the older one. Lastly, the newly adopted change may fail to abide by the laws set for the organization. Cardinal Health Inc. may break the laws set to govern organizational operations through the adoption of a given system.

Implementation of accountability would equally face challenges just like other recommendations. One such challenge is where Cardinal Health Inc. may have priorities that

may not be clear to healthcare workers. For instance, a healthcare worker may work on a certain project only to later realize that Cardinal Health Inc. has shifted its priorities. Another challenge the organization is likely to experience is trust issues. The organization may develop a low level of trust in the workers which may lead to poor relationships among them and across the organization as a whole. Failure of the organizations to motivate workers accountable in a given field may make the implementation of accountability ineffective. This failure may be a result of financial problems in the organization thus hindering the increment of salaries to the parties held accountable (Marsh et al., 2017).

Challenges that would be faced in implementing the strategy of good governance by Cardinal Health Inc. include conflict of interests among the healthcare workers. This may result from directing the healthcare worker whose aim is financial gain as opposed to the objective of the organization. Additionally, some standards may be set by the Cardinal Health Inc. board for governance purposes. At the operational level, the managers who are resistant to the governance standards may subvert them and end up violating the laws of the organization or destroy the reputation of the organization as well. Also, there is a challenge of the directors being in the office for a short term. This may be a hindrance for the company in the realization of long-term goals because each board that is elected may come with its goals to be achieved which may only be short-term (Keping, 2018).

### **How to Overcome the Challenges**

It is possible to overcome these challenges that Cardinal Health Inc. is likely to experience in implementing the recommendations. For successful implementation of the right leadership in the organization, Cardinal Health Inc. should consider adopting an internal training program for leaders whereby they are inducted into the leadership methodologies of the

organization. Experienced external educators can be hired to train the workers in the organization who are likely to take up the leadership positions and transform them into a better one. Having the trained leaders within the organization will not only reduce the cost of hiring the expensive human resources from outside but will also enhance a leadership that is familiar with ways of doing things in the organization. Additionally, through the training program, Cardinal Health Inc. will be in a position to discern the right leaders who are likely to elevate the operations of the organization. This will be based on the skills acquired from the training. Training may be held on an annual basis whereby the leaders are trained for one year. Therefore, it may be possible to implement the right leadership strategy in one year (Adserias et al., 2017).

To ensure that shared vision is successfully implemented in Cardinal Health Inc., the creation of the vision should be such that all the responsible parties should be included. Where every worker has input in the creation of the vision, it would be possible for him/her to work towards the vision of the organization. The workers should as well be educated on the importance of working for the long-term achievement of the organization as opposed to their interests in individual gains. This can be done during the formulation of the vision in one month (Strese et al 2018).

To overcome the challenges associated with the implementation of change in Cardinal Health Inc., the organization should look out for how it can get enough money to afford funding new and evolving technologies. According to Bowers et al. (2017), to deal with resistance that is likely to be experienced from stakeholders, the behavior of those with the resistance can be dealt with psychologically. The leadership should persuade them of the importance of upholding the change. For effective planning to take place, work should be delegated to the healthcare workers so that their potential is maximized and efficiency enhanced. For instance, some can be assigned

to research the compatibility of the new system with the older one. This may be done immediately after the organization has decided to implement the change and therefore may not take many days.

To cope with the challenges likely to be experienced in implementing the accountability aspect among the healthcare workers, Cardinal Health Inc. should set a clearly defined list of priorities that they should focus on. Consistency should be enhanced such that if one engages in a project, he/she should be able to complete it without disruptions resulting from changes in priorities. Additionally, a careful examination should be done on those to be held accountable to ensure that they are fully trusted in their administration of duties. They should be the ones that can be answerable to any misdeed within their operations. Cardinal Health Inc. should also have adequate finances that may be enough to fund the motivation of workers such as increasing their salaries. This is possible to be acted upon immediately because Cardinal Health Inc. is in a position to meet these requirements (Marsh et al., 2017).

The vision of Cardinal Health Inc should be well defined to all stakeholders within the organization so that they have a common interest in working towards the achievement of the vision. The workers should not work for their financial gains. Rather, they should purely administer their duties to achieve the goals of the organization. This can efficiently be addressed in a meeting where all the workers are involved (Keping, 2018).

In conclusion, the implementation of new strategies in an organization faces many challenges. However, they can be avoided if appropriate measures are put in place. Cardinal Health Inc. should work on measures given so that the implementation plan for change is not hindered by the barriers. Rightfully working on them will help to ensure that laws are not broken and that the goal of the organization is successfully achieved.

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