

# ithamix

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Change Management

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Since 2019 I have been working in one of the upcoming firms as one of their employees. I wanted to gain enough experience because I was fresh from campus. The firm offers a conducive environment for working. Their payroll system was monitor through a computer, although the record-keeping was still under the management information system. Stores placed orders manually, get delivered, and store them. It is challenging to account for the movement of commodities in and out of business (Jayatilleke & Lai, 2018). Therefore, the management board proposed changing the management system for keeping records since it's planning to expand business sales. Management needs the business to be customized.

The custom system was arranged and plan, but the implantation failed due to the following reasons:

1. The system was not tested before; therefore, a major problem occurs during the implementation plan. It changes everything and makes the board of management go back to the drawing board.
2. The employees occurred most of the time in their respective workplaces; hence they did not find adequate training (Wang et al., 2019). They were no time to use the system properly without any stress, wastages, or problem. The training was to be conducted before the actual implementation of the system in the firms. It not only wastes the firm resources but only a lot of time wastage during planning.
3. The employees were not among the planning team, so it got them by surprise. Their contributions to the project might have been a bit easier. Through several consultations and ideas could get the requirements right.
4. The changes in the shelving and storing method of the inventory were completely different. It confused the customers who visited the store and the workers working in the

warehouses. The system automatically uses code sequence, placing inventory items in a particular place in the stores and warehouses. It confuses employees and management at large due to inadequate training and lack of practices.

5. A lot of politics in the office contributed a certain percentage to the failure of the program. There was much fighting; some members were against the ideas while others are against them (Nizamidou & Vouzas, 2020). It usually is not easy to adjust to changes. Management failed to study its culture to understand the political issues that employees could have and deal with it before moving on.
6. We are dealing with a too complicated project. The employees find it difficult to operate the system. Dealing with incompetent employees who do not believe in themselves, it is difficult to work with the complicated system.

Anytime changes occur, individuals, get emotional, especially when it comes to Information Technology implementations. Some measures need to be considered to avoid such failures:

- a) In the implantation of any project, employees need to be familiar with the system before final implementation.
- b) The company should start with a less complex system, and improvements can be made over time. As much as the board of management has a bid ambitions about the company, innovation always takes time. Planning is paramount in any implementation of any IT, breakdown the project into pieces that are achievable instead of doing all at once.
- c) Management needs to be always aware of the company's culture and look for a way to unite staff members. It will ensure everybody is equal, and no one is superior to the other one.

- d) An implementation needs to be given priority, and change is inevitable for the business to be competitive. Employees need to be educated on differences and purposely for the positive effects. The management needs to inform changes on their employees, prepare them psychologically for future changes. Inform how the extent the changes will cover, to look for effective way perfect it.
- e) Maximum gains in the use of software need the requirement to be met, meaning that compiling to the required documents explains what characteristics are necessary and how to find them.

All of the organizations encounter several challenges, and they look for different ways of doing things. Every change needs to be planned and implemented with care; messing might result in a great loss (Wang et al., 2019). In this situation, change management comes in to make sure that implemented projects are effective. The change management theories state that no changes that have benefitted individuals impacted the entire organization. Change of a good management every employee should be encouraged to adjust to welcome a new way of doing things.

#### Four Principles of Change Management

- I. Plan Change
- II. Understand Change
- III. Communicate Change
- IV. Implement Change

For change management to be successful, they rely on the above principles.

### I. Plan Change

Appropriate changes do not happen independently; a well-strategized plan is needed to positively impact. Our company is more open and ready in their approach. The following needs to be considered; involvement in resources, sponsorship, buy-in, and impacts on the outcomes.

### II. Understand Change

You are understanding yourself as a company is an essential key for any change to be successful. Do these like what are company's objectives? Why are the necessary changes? What are some of the benefits of changes to the company? What impacts will it bring and effects on employees? This principle can also assist in negative results of not attempting changes.

### III. Communicate Change

Communication is essential; it can either build or break elements of change management. It is a wise idea to link changes that the company is planning with vision and mission statements. Five basic things to be addressed in communication are; desire, knowledge, ability, awareness, and reinforcement.

### IV. Implement Change

There many strategies that our company chose to work on changes. It is vital to mind workers' attitudes while taking action with any plans.

In conclusion, it is advisable to use 'failure proofing techniques when implementing plans of any importance. Also, to assess the management of the project and the procedure to avoid disasters.

### References

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FINAL GRADE

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GENERAL COMMENTS

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