



TURNING VISIONS INTO BUSINESS

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How do you get many changes done at the same time?

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How many strategic initiatives are you currently done in parallel in your business? Especially in recent months, many companies have responded to the economic situation and initiated changes to meet changed market demands. This requires often several changes at once. How do you coordinate the activities?

What does it mean for your company to effectively implement a change? Every change requires effort and investment. The effort is mainly due to learning new things, becoming familiar with the new. If you buy a new TV, you will

need effort setting it up and for learning how it operates. In companies, it is the same with organizational changes. Employees need time and support to learn something new, regardless of the everyday business work that needs to continue. For employees any change means extra work, since the normal workload will not disappear.

The question is: how much change - in the organizational structure or in the processes - can a company expect from its employees? Multiple change initiatives often overwhelm the staff. The prioritization is not always clear, and the individual employee does not know what to do first. The resulting burden often leads to frustration and rejection. As a result, the strategic goals are not implemented at the work level.

To implement changes efficiently and effectively, prioritization and orchestration of the initiatives and tasks is vital. Incremental short term goals also help the organization to achieve short term results. Orchestration of the changes is mainly a question of prioritizing and organizing measures to support implementation at the work level. These measures are e.g. training and coaching. After all, any change that does not involve some change of what people do does have no effect.#

Enter your improvement ideas and strategies into a list, prioritize them and regularly decide what it is to be implemented next. A key is to evaluate and assure goal achievement. Have your organization evaluate at the end of each month what was actually achieved at the work level, so you understand the real progress. With this goal assurance, you see the ability of your organization to change and you can plan realistically.



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