

HOW TO BEGIN CHANGE IN A LARGE ENTERPRISE

walk me

Those looking to drive organizational excellence, achieve rapid operational revolution and enable seamless decision making within their organizations should always keep their ears on the ground and eyes focused on the final goal. Below I provide some 5 tips to beginning a successful change within a large enterprise.

1

FACE THE REALITY – HONESTLY

In a world that is evolving faster than ever before, changing a large organization may often seem like an out of reach task. More specifically, changing the status quo almost always requires some sacrifices that may at first prove difficult to make. This therefore requires an honest audit of the organization's general welfare. You'll want to take a bird's eye view of the company so that you craft changes that are absolutely necessary. The reason why most organizations fail to change their ways of doing things year in year out is just because their managements are not willing to take an honest approach to this change.

Reality check:

Simply put, be ready to face the realities of your organization. Do you have poor relationships with your customers? How well do you coordinate your distribution channels? Are your numbers impressive; genuinely?

2

HOW WELL ARE THOSE INVOLVED IN THE CHANGE AWARE OF IT?

Every organization seeks to become more effective and achieve better results; a keen business strategy is developed to achieve this. However successful execution of the strategy is only possible when all those involved in the change – management, employees, suppliers - are aligned to the strategy.

Reality Check:

Are those who are part of the change aware of it? Have you put in place an effective communication strategy so that information about the change is disseminated efficiently and comprehensively to all those concerned?



3

AVOID DISRUPTIONS

Lack of focus is a well-known enemy to change. See to it that everything that you plan to achieve (in the change) is well captured in form of a strategy. This will help you focus your energy to those factors that are fundamental to the welfare of your organization. Lack of a clear change path will more often end up in deep confusion.

Reality Check:

Before you change management enterprise, make sure you have: a clear mind, a well-drafted route-map. This way, it'll be easy to optimize the value of the change.

4

JOHN P. KOTTER'S 5 STEP FORMULA

John P. Kotter, a former professor at Harvard Business School, identified five steps that must be followed to change management enterprise. These are: (a)develop a common mentality of need for change,(b)have a solid team to advocate for the change. (c)inculcate a common vision so that everybody understands the change and plays his role towards it. (d)set realistic goals and have a clear roadmap for prompt achievement of the same and (e)do your best to support the change, this will make sure that the change ensures.

Reality check:

Information is vital. Before any change of management enterprise, an organization must have a crystal clear understanding of its current system's portfolio. The organization must also have a strong grasp of the degree of functionality of each of its current systems.

5

BOOST EMPLOYEE PERFORMANCE WITH SUPPORT TECHNOLOGY

Perhaps the main challenge in any sort of large organizational change is a feared detrimental impact on employee performance and the business flow. Therefore, it is imperative that you plan a strategy to keep performance high during change periods.

From the IT side, providing real-time employee support as they familiarize themselves with new software, is an effective tool with both new and veteran employees. A performance support tool like [WalkMe](#), for example, provide employees with immediate and direct assistance in performing complex and unfamiliar online tasks. Other tools are helpful as well. The key is to – as much as possible – prevent any halting of employee momentum during the change period.

There are many other factors worth considering when starting a typical move that aims to change management enterprise. The four tips outlined above are however sure to make your transition a seamless one.