

Meet the Challenges of Change in Successful Organizations

By: Kathryn K. Inkinen

Information technology has put pressures on organizations to be more competitive, agile and customer focused. Companies translate employee productivity to their bottom line. Success in this information age focuses on new patterns of work in organizations.

Employers are looking for cognitive competence. This means employees need to know more to do their jobs and also work effectively with others on teams. They need to have the ability to see various perspectives and be innovative. Continuous education and learning must be priorities.

Employees need to be collaborative with each other and satisfy customers.

Conflict resolution and negotiation skills are essential. Sharing information and developing trust amongst coworkers develop into newer and better ideas and results for the company. Superior customer service is essential in this competitive environment.

There will be less hierarchical structure and reporting structures will be blurred. Rather than complying with rules and regulations and direction from superiors, employees need to be committed to organizational goals and mission. Employees will be given and need to accept more decision making authority and accountability.

Organizations want people who adapt quickly and do not resist change.

Companies that are lean, agile and quick to respond clearly have the edge for success. Employees need to have a strong sense of urgency and accelerated action that result in positive outcomes for the company.

In the fast paced, technological economy of today, there is one guarantee. That is constant change. Embrace change as an opportunity for success. For those companies and employees who position themselves to take responsibility for their future success, meeting the challenge of change will be rewarding.

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