

INKINEN & ASSOCIATES REMEDY STAFFING

Meet the challenges of change

By: Kathy Inkinen

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

- Employers are looking for cognitive competence. This means managers need to have varied work and life experiences. They must possess the ability to see multiple perspectives and be innovative. Continuous improvement on efficiencies must be priority.

- Managers must also be collaborative – sharing information results in better ideas which benefit the company and satisfy customers. Conflict resolution and negotiation skills are essential. Understanding of generational differences of employees and customers is crucial in this competitive environment.

- Hierarchical structures are being blurred with less focus on reporting structures and more emphasis on commitment to organizational goals and mission. Employees will need to receive and 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 will have the edge for success. With communication becoming more instantaneous, all employees need a strong sense of urgency and employ accelerated action for positive outcomes.

In this fast paced, technological economy of today, there is one guarantee- constant

CHANGE. Embrace change as an opportunity for success. For those companies and employees who

take responsibility for their future success, meeting the challenge of change will be rewarding.

Our Community, Our Responsibility.

While the speed of business is everchanging, our support of the people behind the companies remains steadfast. At Inkinen & Associates and Remedy Intelligent Staffing, being an engaged member of the business community means being an active contributor to the community at large.

Mahalo for allowing us to serve you!

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Women Corporate Directors

YWCA of Oahu



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