

Discussion Board

Student's Name

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One of the many challenges facing organizational management in the current business world is change adaptability. The complexity and the rate of speed at which the modern business environment is changing pose a challenge to many modern organizations. Technological changes, diversification of job descriptions, changing consumer needs and new models of operations are all posing management problems exposing some organization to unusual situations with others losing their competitive edge and revenues (Folke, Carpenter, Walker, Scheffer, Chapin & Rockstrom, 2010). For an organization to be successful, it needs agile leaders or leaders who are adaptable to change.

Change adaptability is the ability of an organization or manager to adjust so as to prevail in the new circumstances. Understanding the cultural adaptability is the first step towards ensuring that the company is not susceptible to future changes in economy (Cameron & Quinn, 2011). While some of the changes may be beyond control, a good manager is the one who is prepared to initiate and implement strategies that will positively impact the inner stakeholders. In this context, a good manager is the one who develops action plans well in advance to control how a certain change will impact the organization or a department within such an organization (Hakon Inderberg, 2011). Such a manager champions change by expressing its importance and then institutes measures to implement and follow-up on the implementation. Identifying possible resistance points and working as a team is also essential in ensuring that everyone is adaptable to change.

Adaptability to change involves identifying whether the organization is ready and establishing the right strategies for implementing the change. Use of innovation both at the management level and other levels is crucial for ensuring that everyone works as a team and is

fully aware of the need for change. In this context, communication is also essential in facilitating change adaptability.

References

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