POOR ORGANISATIONAL CHANGE MANAGEMENT

EXAMPLES OF POOR ORGANISATIONAL CHANGE MANAGEMENT

There are many examples of poor organisational change management in the workplace, which can vary depending on the type of work, industry and location of the workplace, including:

- Making changes without talking to or allowing workers and their representatives to have a say
- announcing changes at the last minute
- Not ensuring that workers and their representatives understand the changes that will impact them properly
- Using inappropriate communication channels to advise workers and their representatives about changes
- Not allowing enough time for the changes to take effect to give workers time to adjust.
- Lack of clear communication: Failure to communicate the need for change, the specific changes that will be made, and the expected outcomes can lead to confusion and resistance.
- Insufficient planning: Lack of planning can result in a lack of direction and resources, leading to delays, errors, and failures.
- Resistance to change: When employees feel left out of the change process or are not given enough time or resources to adapt to new systems, they may resist the change or even actively work against it.
- Inadequate training: Failure to provide adequate training and support for employees during the transition can lead to confusion and errors.
- Poor leadership: Lack of leadership or inadequate leadership can lead to poor decision-making, confusion, and disorganisation.
- When planning and implementing changes, not adequately assessing potential new hazards or impacts on performance.
- Lack of support and information provided during changes.
- Failure to communicate crucial information to employees during periods of change.

Indicators include situations where there is:

- uncertainty about roles, responsibilities, and expectations during the change process, leading to confusion and frustration.
- inadequate support or resources to adapt to the changes, leading to stress and burnout.
- feelings that they [the workers] are not being kept informed about the changes or their impact on the organisation, leading to anxiety and uncertainty.
- resistance to changes, if workers feel that their needs and concerns are not being addressed, leading to conflict and delays in the change process.

- demotivation or disengagement from workers if they perceive the changes as negative or disruptive, leading to decreased productivity and morale.
- increased turnover: If workers feel that their needs are not being met or that they are not valued during the change process, they may leave the organisation, leading to increased turnover rates.