

# Allawos & Company

Commentaries and Insights from Allawos & Company

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## Limiting Risk

*Michael Allawos, Principal Consultant*



Now that Christmas has come and gone and hopefully Santa has brought everyone that special gift (assuming that you weren't on the naughty list) and we have start the New Year a fresh, what do you want the new year to look like? Keeping in mind the roller coaster ride of the stock market and everything political, the economic indices and fundamental are healthy.

Today, many organizations are opting for changes in their working paradigm, and this can occur due to a variety of reasons such as the devaluation of the brand, younger competition, the lack of qualified help or outdated machinery and management techniques. Most often than not change in an organization is initiated on account of either growing demand or falling profits.

However pressing for a change may be rarely taken on a positive note by the folks it affects. In organizations, when a large scale change is about to be implemented it often creates a high degree of stress and somewhat of an emotional environment in the organization. This condition happens because of an elevated level of stress and anxiety amongst its employees. Most people face high stress levels due to change because they believe that they are not good enough to accomplish something that they have never accomplished before and this leads to a feeling of denial which is followed by disdain or resistance towards the change and the people involved.

To create a positive and sure shot plan for implementation of a change in an organization, it's important to minimize the risk that can act as a hindrance. I can't say this enough, benchmarking and asking question before jumping into any directional change or planning is deeply advised. Given below are some guidelines that you can use to minimize risk during a change:

\* Understand the goals and break it down into objectives:

It has been observed that long term or radical and significant changes are often implemented by the management at one time to make a complete break from past procedures. However, such long term change(s) are difficult to accomplish and receive a greater resistance from the employees because of its sudden nature and sheer magnitude. Instead of making sweeping changes all at one time, organizations can opt for a change that is short term and cost effective. Short term changes are beneficial over long term changes, as they allow smaller, achievable goals that are very easily accepted by the organization. These short term goals, if done properly and constructively, lead to the accomplishment of long term changes.

\* Preempt resistance to the change process and incorporate feedback from staff:

While formulating the necessary requirements and specific nuances of a change, it is a foremost requirement to make the staff aware of the change and to include the employee feedback regarding the change in the change process. Whenever possible give the objective and or the goals needed to re-invent the organization to the employees to put together a plan and or let them be part of the transition so that they are included in the path moving forward for ownership in the process and lest resistance.

\* Be flexible to accommodate different views:

Many times, after a change is implemented, employees face problems and give feedback regarding the change. During the creation of a change, it is necessary to include a provision for easy and hassle free inclusion of different views and feedbacks during and after the implementation of the change.

\* Explore the possibility of using external consultants to retrain employees:

In case a change requires a firm to create new skills in its employees, provision for the inclusion of external consultants for employee training and procedures should be made. Instead of transferring the full workforce to a new skill, a limited number of employees should be trained at a time and positive experiences must be encouraged. The use of consultants also gives management a third party separation that will add value for validation of ideas and a path forward. Another important benefit of using consultants is that they are expendable.

\* Document every action so that you can correct any mistakes made in the process and refer back to if necessary:

Last but not the least, in an organization, no matter how much care is taken, mistakes can be made while implementing a change. To prevent this, proper documentation of the change and its steps should be diligently performed.

One also must remember that change for change sake is not always a healthy move, but an organization must grow and or morph into the changing times of face death. When in a segment of an industry where there is no possibility of growing and or staying relevant an adult conversation must be had to cut your losses and dissolve an organization that has run its course to no real fault of it owners or founders. Many times an organization waits too long for this deliberation.

Being proactive is the key to any organization no matter the outcome. Asking for help is never a bad idea and should be looked on as strength and not a weakness or being prideful.

So if you want to be on Santa's nice list next year plan for it now, luck is usually in short supply. You must plan for the effects of outside pressures such as the political and economic pressures and influence, the future is in your hands!

**About Allawos & Company, LLC**  *Allawos & Company*

Allawos & Company is a comprehensive global management business-consulting firm, tuned to enable organizations to identify and exploit opportunities through creative engagement built on a foundation of decades of senior management experience.

We are a global management consulting firm specializing in business plans, business development, corporate development, contract negotiations, employee surveys, strategic planning and turnarounds.

We service the aerospace industry to healthcare, semiconductor to farming and most industries in between. Our comprehensive consulting services improve the client's condition and leaves behind the tools for growth.

*Sincerely,*

**Michael Allawos**

 *Allawos & Company*

**Allawos & Company, LLC**  
Global Management Consulting Services  
Michael Allawos  
President  
1200 E. Route 66 - Suite 201  
Glendora, CA 91740  
(626) 335-5015  
(626) 824-4546 Cell  
Skype: Michael.Allawos  
www.allawosandcompany.com  
**michael.allawos@allawosandcompany.com**

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Michael Allawos  
President & CEO  
Principal Consultant  
California, USA

Albert van Rensburg  
Senior Consultant  
International Bus. Dev.  
Gauteng, South Africa

Stephanie Jones  
Senior Specialist  
Employee Relations  
California, USA

Dr. David French  
Senior Consultant, Human  
Development  
California, USA

Larry Vertal  
Senior Consultant  
Corporate Development  
California, USA

James Kohlhaas  
Senior Consultant  
Systems Integration  
Washington DC, USA

Jim Shivers  
Senior Specialist  
Water Treatment  
California, USA

Alex Kam  
International Trade  
Specialist  
China & Hong Kong

Ambassador Werner  
Brandstetter  
International Diplomat & Strategist,  
Vienna

Dennis Alfieri  
Senior Consultant  
Real Estate/Gov. Affairs  
California, USA

Magnus Caspar  
Senior Consultant  
Basel, Switzerland

William (Bill) Dykes  
Senior Business Consultant  
And Oil Expert  
Texas, USA

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**<http://www.allawosandcompany.com>**  
**or by calling (626) 335-5015 or (626) 824-4546**

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