

# Allawos & Company

Commentaries and Insights from Allawos & Company

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## “Limiting Risk”

*Michael Allawos, Principal Consultant*



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paradigm, and this can occur due to variety of reasons such as the devaluation of the brand, younger competition, or outdated machinery and management techniques.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

However, pressing the need for a change may be needed, however, it is rarely taken on a positive note by human beings. In organizations, when a large-scale change is about to be implied, it often creates a high stress environment in the organization. This condition happens because 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. With pandemic in our midst's there are several other factors to deal with including health concerns, financial issues, and the great unknow as to and end that seems to be elusive.

To create a positive and sure shot plan for implementation of a change in an organization, it is important to minimize the risk that can act as a hindrance. Given below are some guidelines that you can use to minimize risk during a change:

\* Understand the goal and break it down into objectives

It has been observed that long term or radical changes are often implemented by the management at once and make a complete break from past procedures. However, such long-term changes are difficult to accomplish and receive a greater resistance from the employees because of its sudden nature and sheer magnitude. Instead for going for a long-time sudden change, 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's a foremost requirement to make the staff aware of the change and to include employee and stakeholder feedback regarding the change in the change process.

\* 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 skill sets for its employees, provision for the inclusion of external consultants for employee training 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.

\* Document every action so that you can correct any mistakes made in the process

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.

In today's environment business must be able to pivot, be creative and adapt on a dime in order to be viable. Many businesses are doing just that with success. Staying positive in the name of the game.

Allawos & Company has helped and continues to help countless individuals and companies alike reach their goals and discover new potential.

**About Allawos & Company, LLC** 

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**



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