

Introduction to strategic change management for gaining competitive advantage

This slide covers the overview of strategic change management which aims to bring congruence between organization's strategy and HR systems. It includes details related to types of strategic changes such as innovation, restructuring and reengineering.

Strategic Change

Movement of company away from current state towards desired future state to increase competitive advantage

Approach to bring congruence between corporate's strategy structure and HR systems

Demand attention of management to organization's technical, cultural and political aspect

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Types of strategic changes

Innovation

- Improvement in existing products and services
- Requires extensive research and development efforts
- Usage of existing skills and competencies to create new goods and services
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Restructuring

- Manager's responsibilities includes
 - Reorganization of departments and change in hierarchy
 - Resort to downsizing
 - Doing changes in relationship among departments to cut costs
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Reengineering

- Redesigning of business procedures
- Goals:
 - Cost reduction
 - Quality improvement
 - Superior services
- Requires cross functional coordination for success
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Computer Operations Training A Strategy For Change

R Barnett



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