DOCUMENT

Change Management of Unpopular Decisions

SCORE

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ISSUES FOUND IN THIS TEXT

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PLAGIARISM

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Contextual Spelling	✓ No errors
Grammar	✓ No errors
Punctuation	✓ No errors
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Change Management of Unpopular Decisions

It is a common and regular occurrence for managers to find themselves in situations where they have to implement unpopular decisions that they had little input in the making and may even completely disagree with on a personal level. In this case study, the manager needs to inform his team members of the unpopular decision succinctly to ensure that the implementation of the changes occurs successfully. Therefore, this paper will examine the ways through which the manager will approach the team and answer the issue of how much of the manager's personal feelings should he share with his team.

In approaching the team members, the manager must first make it clear what the plan involves, the rationale behind the program and most importantly; how it will impact his team's operations and jobs. Failure to explain the changes has been shown to lead to an "us against them" perception among employees who may then offer resistance directly or indirectly (Kerzner, 2015). The explaining process means that the manager must study and understand the decisions and changes that are being implemented to be able to answer any questions that the team may have. By explaining the above, the team members are more likely to support him or at least not fight the manager on the implementation of the plan (Tudor, 2014).

The second approach would involve asking the team for ideas on how best to implement the changes. Research has demonstrated that by involving employees in the planning stage is a crucial part of change management and often results in motivated team members who adopt the idea as their own (Cullen, Edwards, Casper, & Gue, 2014). It is important to note that while consulting the employees on how the change implementation, the manager must make it

clear that the modification itself is inevitable and not up for negotiation.

A good manager would not share any personal animosity against the plan that he is tasked to implement. Having a demoralized leader results in demoralized followers and this will be further exacerbated by the fact that the decision was unpopular in the first place (Van Den, Demerouti, Demerouti, & Bakker, 2014)e. Therefore, the manager should restrain himself or herself against showing any indications that he is in disagreement with the change that he supposed to be guiding.

There are several key actions that the manager should take when implementing the change. The first is maintaining of direct communication with the team on the changes required, the procedure of applying the change and the potential impact of the modification. The second is that the manager must also demonstrate support for the switch to the employees through measures such as industry forecasts or business projections. Third, the manager must ensure that the team members get appropriate training in skills to allow them to implement all the stages of the change successfully. Finally, the manager must identify and manage any resistance that arises during the implementation of the plan and even after the change is adopted successfully (Tudor, 2014).