**John Kotter's Transformational Change**

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John Kotter's transformational change focuses on the changes that the management as a result of working with large companies for delivery of large-scale changes. For a company to have a successful managerial change, there should be the following conditions; a smooth approval process whereby the process of making a management change requires an organization to approve the status issue (Seijts & Gandz, 2018). Another condition is process automation,where the organization can move the processes from one user to another without disruption or delay. Every company should be ready for the management change process since that position is not permanent. There is a time that the change can occur because of natural causes, such as when the former manager diesor when the manager decides to resign or retire (Seijts & Gandz, 2018). Therefore, the management change process should be smooth and straightforward. It should follow every recommended process without causing any kind of confusion since people will perform their duties in the company without any worry.

A company should constantly adjust whenever a change has occurred. Kotter's eight steps that the company should follow when making managerial changes make the process easier. However, both positive and negative experiences that the people working in the company incur that they should be trained on how to cope with the experience (Seijts & Gandz, 2018). Without the training, the new manager may find it challenging to follow the steps of the former manager since they will experience a heavy workload. As a result, they can experience work fatigues that are associated with a heavy workload. The resultant of such a matter is that the company may fail to achieve its objectives of producing good quality products or offering quality services (Seijts & Gandz, 2018). Therefore, the steps recommended should be for the new manager to work with ease in the new position and achieve the company’s future goals.

We live in a world where business changes continuously take place. It is caused by the inventions that happen in the business environment, improvement in technology, and the idea that the company intends to stay on par with its major competitors (Daft, 2021). Through the mentioned reasons, the company’s daily activities change from one activity to another over a given period. The changes can make employees feel intimidated and uneasy and find it difficult to concentrate on their tasks. Therefore, employees should be aware that changes need to occur and how they should go about when delivering the change.

**Good Experiences according to Kotter’s Transformational Change**

**Creation of a Sense of Urgency**

When there is a new manager in the company, he has a responsibility to remind the workers that they should be ready for the changes that will happen in the company. The manager should have an open dialogue with the employees on what is happening in the company; for instance, when the company is experiencing low sales, the new manager should guide employees by showing them what is happening in the business environment and their competition (Daft, 2021). This step results in a good experience since the manager identifies threats and develops scenarios to It also enables a manager to examine opportunities and exploit them. The manager can also request assistance from stakeholders and customers to increase the statistics of the sales.

**Formation of a Powerful Coalition**

The above step is a good experience since it shows strong leadership and visible support from all the company's human resources. It makes the managers realize that managerial role is not enough and should lead in those roles (Daft, 2021). The manager brings together a team of employees who have a powerful influence in the company and advises them to work together. It helps the manager to identify the hierarchy leaders and the key shareholders in the company.

**Communication of the Vision**

This step in managerial change is a good experience since it helps the manager communicate the company's vision frequently, r reminding the employees to be the vision within the activities the Here, the manager does not have to hold a meeting to communicate the vision; instead, they can use other forms of communication such as writing memos to remind the workers about the company’s vision. The manager should give guidance on what people should do to achieve the said vision.

**Building on the Change**

 In this step, Kotter reminds managers not to declare victory early when they start a new project. The experience is good since it reminds the manager that changes run deep, and to have a successful project, they should make quick changes to achieve the long-term change (Daft, 2021). For managers to have a continuous change, there is a need to look for improvements that need to occur within the company. After achieving the change, managers should analyze the strengths and the limitations of such changes.

 **Bad experience, according to Kotter’s transformational change**

**Creation of a vision for change**

This step is a bad experience since the manager experiences many great ideas and solutions to its problems. As a result, they feel conflicted about which idea they should consider (Vidgen, Shaw & Grant, 2017). For a manager to achieving success according to the company’s set vision,it is recommended that the manager link the many ideas with the overall vision to understand what is happening around the company. This step is a bad experience since the manager is forced to determine the change’s essential values.

**Removal of Obstacles**

This step results in a bad experience since there are people who may oppose the change, and the manager is forced to look at other approaches to make the changes. The obstacles can also include the processes that get in the way during the changes, such as a high turnover rate (Vidgen, Shaw & Grant, 2017). To overcome this challenge, the manager should look at ways that they can remove the obstacle. For instance, he can retain the employees by providing a good working environment for those ready for the changes.

**Creation of Short-Term Wins**

This step is a bad experience because the new managers are under pressure to make a short-term goal quickly. It might be challenging if the manager had a change that would take time to succeed (Vidgen, Shaw & Grant, 2017). This step seems challenging because the managers may receive negative opinions on the change and several critiques that might fail the change. The manager is forced to work hard not to fail, resulting in too much stress when there is any form of opposition.

**Anchoring of the Change According to the Corporate Culture**

 The above step is considered a bad experience since the manager has to stick to any change that they have made in the company. The corporate culture should form what should be done to achieve the said vision (Vidgen, Shaw & Grant, 2017). The managers have to make aneffort continuously to achieve the company’s goals. This experience makes the manager incorporate the company’s culture and the changes that take place in the company.

**References**

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