Transforming The Organization

[Name of the Writer]

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**MEMO**

**To:** CIO

**From:** John A. Wilson

**Date:** 1/25/2019

**Subject:** Implementation of Information System (IS) into the Organization

**Message:**

This implementation of the new Information System would help diversify the organization. Through a proper transformation. It can lead it towards success if an appropriate technology-enabled change is embedded. Through an analysis of the current organizational structure, a lot of implementation work is required. Starting from handling all the additional resources which would be put towards expediting the implementation process. The tools needed for the IS implementation are the use of Enterprise Resource Planning (ERP), IT management, and E-commerce. These departments would ensure that all departmental systems are integrated along with the maintenance and installation of hardware is done. The data for e-commerce processes require certain implementation plans that would be handled by me. There are many additional resources needed for the system to run effectively, such as more people, time, money, and information to expedite the process. To grow revenue and increase efficiency, I would have to bring a change in the IT infrastructure.

Doing so would increase the swiftness and precision of the organizational processes. Project management and systems development are the two most critical parts of a management change and require the most skilled leader to do such a job. I believe that my skills as a change manager of the organization can bring exponential expertise in the processes so that I do not end up the same way as Susie Jeffer. She was known for being a “less than stellar” leader for her people while implementing a change in the organization. Due to the less competency, she faced many obstacles and challenges, which lead to more implications to the business operations. Thus, an MBA in IT management along with being a senior level undergraduate, I can apprehend this change in the IS through the desired goals that are assigned to me.

A change management strategy is critically required in this situation where a new information system proposal is being implemented. As for the executives of the organization, they should rest assured that the change management strategy for this particular purpose of implementing the IS would consist of new software and equipment along with training and supporting the staff (Connelly et al. 2016). As IS is the hub of all operations within an organization, It requires experienced management and skills. Moreover, it requires advance knowledge towards digital products and similar IS systems in other firms. It involves an invoice of embedding cloud computing across all digital devices so that the information stays synched in all the departments. A change management strategy would acquire a change in behavior and practices through all subordinates. It requires a more focused revolutionary process in which large scale organizations such as this one would need a subtle envrionemtanl forces that control management.

It also requires management awakening from the top management. The steps towards adding new software equipment such as advanced computers with the highest supporting hardware. Software user-friendly technology which narrows the decision period. To teach and train the workforce concerning these new advancements in technology, it is essential first to teach them the meaning of management knowledge. This would allow the workforce to bridge the gap between a stagnant organization and a dynamic work environment. Also, their behavior and attitude towards accepting the implementation of the new management plans and IS would have to be aligned with all levels of management. With these challenges being overcome, I can have the organization moving towards success and mobility in no time. The implemented software and systems would allow the workforce to adapt towards the new change in a responsive and well-organized manner. They would do so by understanding the unique variations and how they can be used to benefit the organization (Kumar Basu, 2015).

As a leader, it would be my job to transmit a change amongst the workforce through effective communication. Having a clear vision about the new IS implementation plan, and the obstacles that can develop for the staff members would allow me to evaluate them, flawlessly and unambiguity. This way, they can learn new beginnings with new ways, and the source of communication between the manager and the workforce can stay positive and robust. Providing them with an apparent reason for a need for change, and how influential and benefit this change can be for the organization is essential for a leader to explain and evaluate. Having a met and giving importance to the workforce would make them extraordinarily productive and satisfactory. This way, the staff would be able to learn the new IS along with completing their work fairly during the transition period.

People are anticipated to resist the existing change in management strategies and the implementation of the new IS. It would require them to spend extra hours in training and learning the changing working environment, there can be less motivational factors, and they would be less inclined towards the change in a positive manner. Thus, avoiding this risk factor, It would require me to clear any implications with the team regarding the change. Being able to answer all of their questions is a sign of positive communication and fading resistance (Burchell, 2011). Being able to interact with the workforce and asking them questions about how they anticipate the current situation can be very informative and reasonable. Making them agree with the change is the fastest way of gaining their trust. Moreover, having to use any diversion tactics can be supplementary helpful to a certain extent as any doubt can be deliberated and addressed.

I am aware that you are quite skeptical about the coming change in management along with the implementation of the new IS, but it would allow our organization to refine success through adoption for a change. This change initiative can draw exemplary talent to our organization along with making all of our tasks super fast. The workforce would be able to keep their momentum restricted with the organization's quality of work while having no significant implications. Group decision making and problem-solving skills can come hand by the hand towards any unsignificant hinderances. This change in IS would allow everyone in the organization to adapt towards strategic thinking, implementation of new ideas, and understanding of new technology. The organizational executives can see the big picture with this change as time and resources would be well utilized. The embedded creativity and the technological change would allow for a highly competitive environment.

Transformation towards a technological-enabled change is always critical for improving responsiveness and competition in the organization. With the lowering customer satisfaction rates, it was necessary for a new IS to be integrated so that the workforce and operations of the organization can become instrumentally fast and innovative. The organization's processes can become efficient and productive while aligning to the business strategy (Miller, 2017). The workforce along with the managers can come across sharing new opportunities and business strategies concerning any further changes in technology that are required. Being able to manage this leadership effectively would allow me to adopt the characteristic parameters that are set by the organization towards achieving success and durability.

**Thank you.**

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