HRM-587
Hardik Maru   Final Project
Managing Organization Change

To implement the organizational changes by utilizing the images of the change. How and what cause of the advantages can we use to utilize change? Here paper shares relevant information about how we can implement the changes. It provides information about how corporates can change the organization, its resources, and their products.

Summary:

Here, I introduce change management and change analysis through this standard paper. Change is quite challenging to implement in the real world. In this paper, we will discuss how we can implement change. After analyzing various articles and books, the three fundamental change strategies must be followed by each human planning, training, and execution. Furthermore, the risk measurement before applying change is a crucial and challenging part of implementing change. This paper discusses how effectively we can apply the change and what precautions we need to measure. Also, in this paper most of the decisions made by the directors in the organization. Few of the decisions allowed by navigator and caretaker.

Utilization of images of change:

Initially, I must share information on how all corporations accept virtualization and cloud technologies. At present, each task is managed by computer systems. However, each consumer stays happy with accepting the change. Then, I will share information about the top service providers in the market. For example, the amazon corporation initially started as a simple storage service. During that period, virtualization was one of the ground-breaking things in the market. Many corporations try releasing certain products, but one of the most successful companies is Amazon. Who change entire Infrastructure by implementing data centers around the world.

And consumer-friendly services. Cloud providers suddenly changed the way of computation. Anyone proficient in the tools can set up various services through the cloud.

However, Amazon started its first store in 1995 in New York. Google initially provided

search results. Microsoft releases the first program for an operating system.

I am curious about how these enormous corporates implement and accept the changes.

Between 1992-2000, that period was the programming paradigm. From 2000 to the present,

we have been living in the product paradigm.

Communication:

These three pioneers developed universally utilizable products. In the world, each region

and each individual speak a different language. These pioneers allow language diversity

for their products and work environments.

Planning and implementation:

These three corporations lead the market for product planning by accepting the most

relevant changes. I want to share an example of google and amazon, which holds fantastic

cloud service products in the on-demand market. They, step by step, developed their own

data centers in various locations worldwide. That movement was the beginning of the cloud

service. Frequently many companies come with enormous cloud services in the market.

Like IBM products are the most professional in the IT world. IBM's mainframe system was

the most successful product in the market. At present, IBM also offers cloud services. Same

as amazon, here amazon, google, and Microsoft still lead the market. Because of the

flexibility. It allows users to access the platform as a service PAAS and Infrastructure as a

service IAAS. It allows the utilization of software as a service. For these three paradigms,

Amazon, Microsoft, and google these three corporates invest their funds in product

enhancement. The challenging part was the consumers how to merge each corporation with

the new concept. Now Amazon has become a mature product in the market through its

collaborative approach. What did Amazon do? They set up their data center around the

world, which allows a flexible service approach. During the beginning days, corporates

find various challenging tasks for setup datacenter infrastructure.

Leadership Configuration:

These three corporates frequently changed their leadership, specifically Google, Microsoft,

and Amazon.

They applied the following approaches:

Important:

In the uppermost management, the six images where the directors identified the daily

solutions that the corporate need to apply for change and what not to apply.

Associated:

Each corporate sets its associated to various locations around the globe. As a result, many

corporates change their leadership to grow their corporate nationwide.

Expert for the change:

Each corporate set specific experts in the present market proficiently for six images of the

change. How to apply and manage these six images in the organization.

Perceptions:

These three corporate sets their associates based on their perspective and visions.

Moreover, few of the associates changed their motives for the future.

Network Change:

Each giant matures and sets a new approach for frequently releasing their product. They

set the agile approach for product release and communication. Many associates may be left

the corporate because of the new frequent feedback approach and workload. Corporations

need more proficient leaders for their business, and each association aligns its leaders based

on its business. Technology change was quite challenging for consumers. Now, these

corporates allow various levels of communication through their business partners. They set

business partners around the global market. Who helps the consumer with product support

and set up consumer training.

Change Sponsor:

Google, Microsoft, and Amazon frequently change their investors for the business. It

depended on the vision statement. What is the company's vision? What they want to

achieve in the short term and long term.

Change Front-runners:

Each associate of Microsoft, Google, and Amazon set their front runners as of their

financial projection and planning for the next 10 to 20 years of vision accomplishment.

Train Leaders:

In 2022 we were living in the digital era. So, each associate, like Microsoft, Google, and

Amazon, set particular programs for their leaders for digitalization.

For example:

Amazon Pay, Google Pay, Bitcoin

Communication with associates:

In the past, each corporate needing more Infrastructure for the meeting. Now each associate

set a standup call in the morning with their associates.

Risk Management:

Cloud service is quite challenging. Because it was expensive to manage the data centers, it

must follow renewable resources. Otherwise, corporate get into forfeiture for their running

products.

Consumer Confidence:

These pioneers keep the confidence gain of the consumers and government through the

various services. In addition, Microsoft, Google, and Amazon now allow various

governments for infrastructure support.

Commitments to partners:

Three associates set their partners around the global market for the new product.

Furthermore, for that reason, each partner is satisfied with their profit margin.

Here I will introduce the various strategies cloud vendors use in the present market. In

general, these giant cloud vendors use specific hybrid business models. In this paper, I

share information by utilizing the six-box model. Weisbord's six-box model applies to the

cloud vendors that Marvin initially introduced.

Purpose:

The well-defined intent of these cloud providers is to give substantial services through

business and consumer products. Cloud services change the way of communication by

utilizing microservices.

Six Box Model:
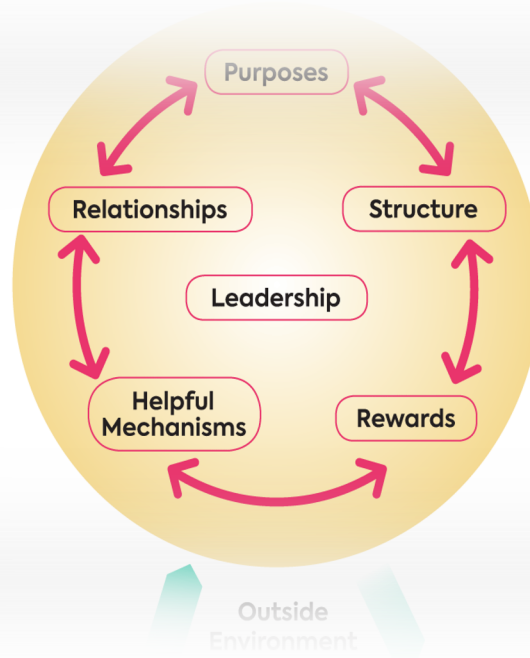
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The box model, in general, applies to all corporations. However, compared to these three corporates, I set the specific model we generally use in the corporate business. These three vendors are actively developing the most efficient services for consumers. Specifically, they are looking for business users who can utilize specific services for their infrastructure and make their business process more efficient and consumer friendly.

Structure:

The business structure of each corporate set pays as-you-go based structure. It allows all consumers to pay for the service as they utilize the product. The entire internal structure generates revenue through certain advertises.

Leadership:

Each corporation in leadership made specific changes. Each one had allowed the young one to do specific leadership tasks. Furthermore, correspondingly each corporate giant made a certain change in their internal business leadership. Many giants set their corporate leaders as their business grows into the on demanded market.

In amazon, leadership and collaborative treaties were accomplished by the leadership of Jeff Bezos. He did elegant collaborative agreements nationwide for their data center business. Similarly, Microsoft founder chairperson Bill Gates accomplishes their cloud project task by communicating with the leadership of Satya Nadella. However, he still manages the Microsoft particular task at present. Correspondingly, google appointed Sunder Pichai after the successful launch of the current chrome browser product.

Helpful Mechanisms:

These three cloud vendors actively manage their business users and consumers. For the business user, many corporates need support during product development and release.

For example, Significant corporates transfer petabytes of data nationwide during that period. Each associate or collaborator sets a support team based on their business contracts.

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Rewards:

Amazon, Google, and Microsoft give efficient rewards to associates and collaborators.

Reward their internal team member with either product partnership or stock rewards.

Relationship:

Each associate establishes a relationship with their business partners and executives

utilizing the six boxes model.

For example, these three associates, Microsoft, Google, and Amazon, frequently release

their transformation through press releases. Many associates work with oracle products,

and many collaborate with IBM products. It depends on the current consumer demand and

business user's needs. Based on that need, these corporates do their collaborate with other

associates.

SWOT analysis of three cloud vendors

Organization	Strength	weakness	opportunities	Threats
Google	Each consumer, Advertise, Data, Collaborative projects, Consumer products-services	Infrastructure management, Datacenter, Product failure and defunct.	Each individual consumer offer opportunities by their ideas and thoughts	Cyber-threats, Government regulation, competitors.

Microsoft	Enterprise products and data	High Billing rate, Frequently defunct products	Collaborative contracts for the new product	Cyber-threats, Government regulation, competitors.
Amazon	Business plus local consumer, Highest increasing rate for collaborator High availability compares to other vendors	Change adoption corresponding to the technology	Increment of the datacenter. Data is the future	Each country federal regulation for the business expansions

I want to share specific resistance and negative effect of new implementation by these three vendors in the market for cloud products.

Data confidentiality in the consumer market. Each cloud vendor offers various business services to their consumers and partners. Some, time company follows specific strict rules for data and product privacy.

Frequently change in the rules nationwide. Currency rate change nationwide. Natural disasters, such as nonoperational markets and consumers, change the business with other vendors.

For example:

From 2012 to 2017, many corporate giants need clarification about their infrastructure migration procedure. For virtualization to cloud and networking, many vendors are defunct in the on demanded market, and many vendors are succussed. Nevertheless, these three vendors are still pioneers after specific ups, downs, and resistance.

I want to go and share one of the successful reviews about the one company that still leads because of its most efficient infrastructure. The amazon web service in the present and upcoming future will lead the consumer market and make a unique place at the business products. Similarly, the google cloud service is less mature than other vendors. Based on their corporate collaboration, google will significantly gain into the consumer market through their advertising model. On the other hand, Microsoft Azure products are premium for their business users.

Reference:
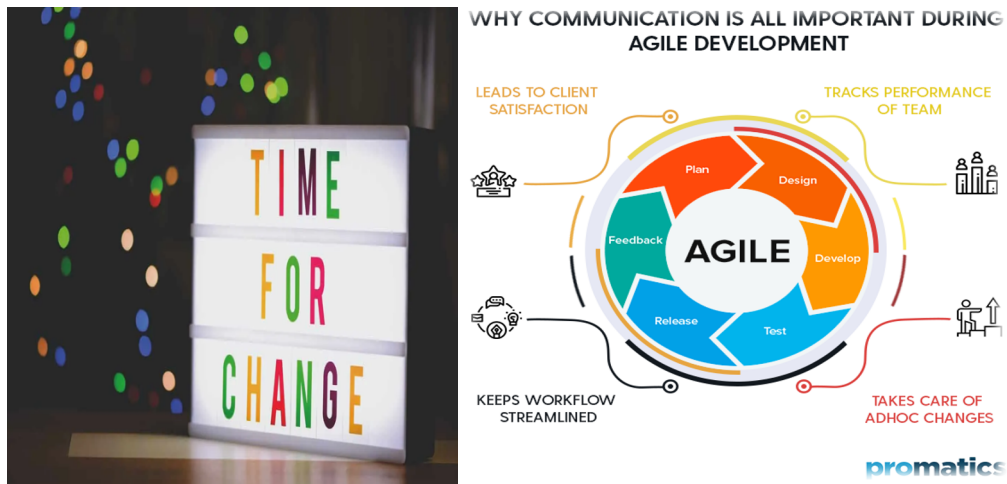
Develop the communication plan:

Evaluate change and identify the essential resources which accept the change first.

As of my breakdown and evaluation, for initial change, any corporate need to communicate with the stockholders and convivence them to allow an organization to move forward with a concrete vision.

Communication Plans for stakeholders:

Any organization's stakeholders need a profound understanding of vision and implementation change via cloud services. They need a clear calculative vision for the products plus the markets. Stakeholders who invest in corporate or they must be hold a partnership with a specific amount of the business and stocks. They need tentative confirmation about their business quarter performance planning before releasing the product into the market.

Methods and approach:

The agile approach to business product development allows the organization to develop products frequently and quickly release them in the market. First, identify the critical resource which allows and executes business processes smoothly. In our project, these three corporates are developing their product and how they successfully lead the market. What methods and relevant methodologies are used for the products?

Audience:

Here the audiences are a consumer and the organization's employees. Who profoundly utilizes the products? In addition, product marketing and communication strategies differ nationwide. For example, many unprivileged nations only use the cloud for streaming, while developed nations use Microsoft, google, and amazon cloud services for business integration.

Conference calls:

Conferences are now significantly important. Any organization should develop communication with internal members or the nationwide communication allowed by the conference calls.

Frequent meetings:

Incorporating frequent meetings is the critical principals for my project paper. Each corporate Microsoft, google, and amazon these, three giant pioneer corporate leaders using cisco, zoom, and Microsoft communication product. Each zone, specifically the CEO of Amazon, Microsoft, and Google products, always set standup calls weekly with different teams. It allows his frequent interactions with each team member to encourage the organization's future goals.

Measure:

The agile approach allows each team member and organization entity to manage and execute continuous business processes. Agile methodology in corporate allows frequent feedback of process blocks. It frequently allows communication and interaction with each of the group members. It reduces and stops the business loss before release into the consumer market. In the corporate industry, specific business process monitoring tools are available that can continuously refine specific business processes.

Delivery (release):

Product release is quite challenging while implementing specific changes. Many of the regulations may encounter by the organization. For example, some product in the cloud keeps confidential data in the current market. Furthermore, many of the

federal regulations may need fixing. Once an organization gets approval for federal

regulations after that period, cloud vendors quickly release their product versions.

Frequent and continuous delivery:

Here organization finds loopholes, such as Microsoft, Google, and Amazon. These

three vendors always check faults and frequent solutions of their version. Moreover,

many of the version control systems are available in the corporate. There fore

Frequent and continuous delivery always use for the prompt result of the change,

and also it allows the corporate too quick feedback and easy to identify the

loopholes.

Consulting:

Any corporate does and executes its business process with authentic consultation.

Consulting and corporate contractors reduce the business process's complexity and

provide accurate guidance. Google, Microsoft, and Amazon need to make specific

business contracts with other corporate traders for infrastructure to assign specific

staff and products for business growth.

Conclusions:

Corporations accept the change once they get the confidence to apply and execute it.

Therefore, change never implies that in the short term, it needs time and a distinct

procedure for applying and executing that change.

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