Influencing Change

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Managing change can become a great thing especially when you comminate with the other party. Commanding people to change is effective, but there are lots a way instead of forcing them to change that will encourage them and at the same time benefit them to make them happy coming to that change. Manager can influence employees in different ways to change. They can influence them and encourage them by educating them and communicating with them, providing support and resources for the employees, Involving key stakeholders, and offering incentives for their performance.

When it comes to change you want to make sure that everyone in your business is educated about the change and that you are also communicating to them about the change. It is okay to over communicate when giving details and explaining the change of the company when it comes to associates and even others higher up on the board. Informing your employees with change will help them prepare for what the company has planed in the future and further down the road. Communication is one of the most important things you can have in a business. “Communication is one of the toughest issues in organizations” (Heathfield, 2022). Effective communication can make or break a company. When giving the information the person must be cleared in detail and easy to understand.

There are multiple ways a manager can provide support and resources to the company when it an upcoming change will happen. They can provide training, preparing the employees for the change, so that when the company enforces the change the employees can perform well. In the future it will help them in knowing what to do and how to run it efficiently. Sometimes when there is a new change in a business it can sometimes be stressful to associates. With that stress managers must understand that some employees aren’t going to perform well from the start and will struggle more than other, but will slowly learn the new way of the business. “Managers need to help employees by listening to problems, understanding if performance drops, or change is not perfected immediately”. (Bateman, 2022)

When performing a change, it is very important to inform stakeholders before the change before it is in motion, because sense they are a part of the business it is important to let them know the moves that are being made. They need to be informed so that they know the decisions, so that they can be committed to the change. It is also good to tell the stakeholders so that they can understand the change and give their perspective on the change, and when they give their perspective have a conversation and listen to what they have to say. They can also help with the change helping with the tasks they are more likely to support it because they help create it and were in on it in the first place.

Another way to encourage change is to offer incentive so that the associates will be more into the change and try even harder to adapt to it. Incentives help associates become more motivated to the job that they are doing or apart of. Knowing that there is a reward waiting for them will make them will encourage them. Having incentives can benefit from the changes by creating reward systems. Engaging associates with a reward system will push them faster to their goal. Rewards help with employee’s engagement while performing and executing plans and goals. Recognition is also another incentive that will help encourage employees to become more willing to adjust to the change. Recognition like giving rewards for example employee of the month. Rewards and recognition should be given frequently and often to be effective. Another example of offering incentives are raises and bonuses for working hard and completing goals. Gifts are also another way to encourage employees. Gifts like fun contests, giving employees snacks, and celebrations like work anniversaries. Work incentives are a great way to encourage employees and to boost performance and efficiency when try to adapt to change.

Inconclusion employees can be influence by managers and the company in multiple ways. They can educate and communicate with employees so that the employee knows what is going on and inform about what is going on in the business, so that they are prepared for the change. They can also give the employees support by providing them training, and being understanding to the point that change can be stressful. Another way is to inform stakeholders so they can become included in this change. Lastly the business and managers can also give employees incentive to encourage them even more while performing the change with rewards and recognition.

References

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