**Name:**

**Professor:**

**Course:**

**Date:**

**Challenges of the Current Operational process**

Concerning the employees who work for the organization, the number is small. The departments are understaffed, and management does not want to recruit more employees. The short-term impact is that projects shall end up being delayed as there are not enough employees to respond to a certain task or when they are called to handle another task. The long-term impact is that the organization shall lag in terms of its objectives and it shall not be able to achieve its goals within the stipulated time. Thus, the mission of the company shall not be achieved, and there may be some disputes among the leaders.

Another challenge faced is that the projects are not delivered on time. The project selection process takes a lot of time to be completed as well as the ideation process. The time it takes for the project to be approved for the beginning also takes a lot of time, and the projects end up delaying. In the end, the project timelines are delayed, and the delivery time is not achieved. The short-term impact in the organization is that tasks shall not be done in the right way as the taskers shall struggle to rush with time to beat deadlines and thus end up doing some tasks in the wrong way. On the other hand, the long-term impact is that the organization shall not be able to achieve its objectives and goals as projects are not delivered within the stipulated timeline.

Another challenge is that the technology frameworks in which the systems are built seem to age quickly, and some of the systems require some changes to be done on them. The short-term impact of working with outdated systems is that they can malfunction during a serious task taking place and delay the project delivery time hence leading to a major crisis. The long-term impact is that projects shall be delivered of low quality as the systems shall not be able to quickly handle some of the demanding tasks as the time goes on (Banathy, 2013).

**Alternative Strategies to address the challenges**

To address the challenge of understaffing, management should allocate budget for such cases, and as being in the leadership of the organization, we can contract some employees to work for some of these positions which need to be expanded this is an aggressive strategy to the challenge. A balanced strategy is that we can put the employees who are skilled in their best positions and allocate a long-term budget for the employment of permanent employees. A moderate strategy is that we can cut down the time in which the employees work to see that they are not stressed by contracting the new employees who shall make it easy for those who have been working overtime to take a rest.

Concerning the issue of project deliveries being delayed, what needs to be done is that thorough scheduling should be done for the future projects and the time allocated for a certain task properly analyzed to ascertain whether the time allocated is suitable for the completion of the project. This is an aggressive strategy. A balanced strategy would be, if a task seems to take a long time, it can be interchanged with another, which seemed to take a shorter time and was allocated much time. Project deliveries can save the immediate problem of delaying some serious tasks. On the other hand, a moderate strategy would be to assign the experienced employees some more tasks who can be able to complete the tasks in time, depending on their speed (Badiru & Agustiady 2012).

On the issue of technology frameworks getting old, the organization can aggressively introduce a strategy where it can introduce new technological frameworks in the organization and replace the old ones with new ones. Management is required to introduce new changes to the organization, and it may require the training of the employees to get used to the new technological frameworks. The advantages of the new frameworks are that work shall be done faster as they shall have a better output since they are advanced. A balanced strategy shall be to introduce new frameworks slowly by slowly while phasing out the old technologies. One department can start using the new technologies, and in the end, all departments assume the new changes introduced in the organization. A moderate strategy can be to introduce the new technological frameworks but to ensure that the old ones are not immediately phased out. They can work alongside each other instead of phasing out the old frameworks at once. This may be time-consuming, but it can ensure that the staff members who are not quick at learning new technologies use the old ones while the quick learners use the new technologies (Lorenzi & Riley 2013).

**Recommendations**

For the employee challenge, I recommend the aggressive strategy as it is an immediate problem that needs to be addressed immediately. The employees are tired and overstressed, and they should be relieved of some of their tasks if the project should continue. The budget should be expanded to accommodate more funds for contract employees in the case where the organization cannot staff other employees. In the long-term plan, the organization should look for ways of having new employees on board who shall help in the project tasks. This shall ensure that no one feels overstressed while handling his or her task.

For the case of project deliveries, I recommend a balanced strategy to address the challenge where project scheduling can be properly done to ensure that no task is assigned less task than another. A balanced strategy shall ensure that the whole structure of the project schedule is well designed, and all tasks are assigned enough time to be completed. The individuals responsible for handling the tasks shall be given the schedule and work with it to ensure that no task is left out. A good schedule should accommodate all the tasks without leaving anyone unattended.

For the case of the technological frameworks. A moderate strategy is the one I can recommend. It is not advisable to introduce new technologies at once as this can confuse some of the employees who have been working with the old one. Besides, the introduction of new technological frameworks may incur extra costs of having to train the employees. A moderate strategy would see not all the frameworks phased out but that the old frameworks work alongside the new ones with the employees learning how the new frameworks operate. Once the employees have learned how these new frameworks operate, the old technologies can then be phased out.

**Bibliography**

Badiru, A. B., & Agustiady, T. (2012). *Statistical techniques for project control*. CRC Press.

Banathy, B. H. (2013). *Designing social systems in a changing world*. Springer Science & Business Media.

Lorenzi, N. M., & Riley, R. T. (2013). *Organizational aspects of health informatics: managing technological change*. Springer Science & Business Media.