

THE PERFORMANCE CHALLENGE

Jerry W. Gilley
Nathaniel W. Boughton
Ann Maycunich

Developing
Management
Systems to Make
Employees Your
Organization's
Greatest Asset

Performance Challenge Developing Management Systems To Make Employees Your Organizations Greatest Asset

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Performance Challenge Developing Management Systems To Make Employees Your Organizations Greatest Asset:

Anforderungen an den Change Agent und dessen Aufgaben im Change Management Philipp

Depiereux, 2002-04-23 Inhaltsangabe Einleitung Eine erfolgreiche Unternehmenstradition ist schon lange kein Garant mehr für eine gesicherte Zukunft Das Beispiel des namhaften Unternehmens International Business Machines IBM macht deutlich dass ein Mangel an Vorausblick den Erfolg von gestern schnell obsolet machen kann Das einstige Vorzeigunternehmen welches in den achtziger Jahren 70 Prozent der weltweiten Gewinne in der Computerindustrie einnehmen konnte erlebte in den 90er Jahren einen ungeahnten Einbruch Zwischen 1990 und 1993 sanken die Bruttogewinnspannen des Unternehmen von 55 auf 38 Prozent weil IBM nicht erkannte dass Firmen auf den Weltmarkt drängten welche Computerprodukte mit einer ähnlichen Qualität wie IBM zu einem weitaus niedrigeren Preis anbieten konnten Vielen Unternehmen in der heutigen Zeit mangelt es an Innovation und Kundenorientierung Sie sind teilweise inflexibel und gelähmt von bürokratischen Unternehmensabläufen Ihre Manager lassen Dynamik vermissen und stehen veränderten Kräften wie der Globalisierung dem kontinuierlichen technologischen Wandel sowie den zunehmenden Konzentrationstendenzen tatenlos gegenüber Doch mit dieser Einstellung kommen sie nicht weit Unternehmen befinden sich in einem Prozess des kontinuierlichen Wandels Sie müssen in der heutigen Zeit mit dem Wandel gehen und agieren statt reagieren indem sie dem Wettbewerb z.B. bei der Entwicklung neuartiger Produkte und Dienstleistungen stets einen Schritt voraus sind Dies erfordert allerdings eine ständige Neuausrichtung des Unternehmens auf die sich rasant verändernde Umwelt Da die Risiko- und Anpassungsbereitschaft vieler Unternehmer und deren Mitarbeiter begrenzt ist fehlen Personen die Chancen erkennen und nutzen das Unternehmen auf den Wandlungsprozess vorbereiten diesen mitgestalten steuern und leiten Diese Personen sind Berater die teilweise sehr hohe Honorare für ihre Arbeit im Unternehmen verlangen und nicht immer den gewünschten Erfolg bringen Sie werden in der Fachsprache auch Change Agents genannt und müssen bestimmte Fähigkeiten besitzen und eine bestimmte Systematik im Wandlungsprozess anwenden um den gewünschten Nutzen bringen zu können Sie müssen sich in jedem Unternehmen in dem der Prozess des Wandels durchgeführt werden soll mit Widerstand auseinandersetzen und versuchen diesen zu beseitigen Gang der Untersuchung Die vorliegende Arbeit konzentriert sich Schwerpunktartig darauf wer etwas wie ändert und welche

The Performance Challenge Jerry W. Gilley, 1998 **Human Resources and Their Development - Volume I**

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organizations face in acquiring and retaining talented people The Annual is divided into four sections Experiential Learning Activities ELAs Editor s Choice Inventories Questionnaires and Surveys and Articles and Discussion Resources The fourth section Editor s Choice includes cutting edge material that doesn t quite fit the other sections Transactions International Association of Quality Circles. Conference and Exhibition,1984 *The ... Pfeiffer Annual* ,2004

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