

Introduction to strategic change management for gaining competitive advantage

This slide covers the overview of strategic change management which aims to bring congruence between organization's strategy and HR systems. It includes details related to types of strategic changes such as innovation, restructuring and reengineering.

Strategic Change

Movement of company away from current state towards desired future state to increase competitive advantage

Approach to bring congruence between corporate's strategy structure and HR systems

Demand attention of management to organization's technical, cultural and political aspect

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Types of strategic changes

Innovation

- Improvement in existing products and services
- Requires extensive research and development efforts
- Usage of existing skills and competencies to create new goods and services
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Restructuring

- Manager's responsibilities includes
 - Reorganization of departments and change in hierarchy
 - Reset to downsizing
 - Bring changes in relationship among departments to cut costs
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Reengineering

- Redesigning of business procedures
- Goals:
 - Cost reduction
 - Quality improvement
 - Superior services
- Requires cross functional coordination for success
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Computer Operations Training A Strategy For Change

JS Bruner



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Table of Contents Computer Operations Training A Strategy For Change

1. Understanding the eBook Computer Operations Training A Strategy For Change
 - The Rise of Digital Reading Computer Operations Training A Strategy For Change
 - Advantages of eBooks Over Traditional Books
2. Identifying Computer Operations Training A Strategy For Change
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Computer Operations Training A Strategy For Change
 - User-Friendly Interface
4. Exploring eBook Recommendations from Computer Operations Training A Strategy For Change
 - Personalized Recommendations
 - Computer Operations Training A Strategy For Change User Reviews and Ratings
 - Computer Operations Training A Strategy For Change and Bestseller Lists
5. Accessing Computer Operations Training A Strategy For Change Free and Paid eBooks
 - Computer Operations Training A Strategy For Change Public Domain eBooks
 - Computer Operations Training A Strategy For Change eBook Subscription Services
 - Computer Operations Training A Strategy For Change Budget-Friendly Options

6. Navigating Computer Operations Training A Strategy For Change eBook Formats
 - ePub, PDF, MOBI, and More
 - Computer Operations Training A Strategy For Change Compatibility with Devices
 - Computer Operations Training A Strategy For Change Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Computer Operations Training A Strategy For Change
 - Highlighting and Note-Taking Computer Operations Training A Strategy For Change
 - Interactive Elements Computer Operations Training A Strategy For Change
8. Staying Engaged with Computer Operations Training A Strategy For Change
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Computer Operations Training A Strategy For Change
9. Balancing eBooks and Physical Books Computer Operations Training A Strategy For Change
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Computer Operations Training A Strategy For Change
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Computer Operations Training A Strategy For Change
 - Setting Reading Goals Computer Operations Training A Strategy For Change
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Computer Operations Training A Strategy For Change
 - Fact-Checking eBook Content of Computer Operations Training A Strategy For Change
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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