With new inventions and policy from both local and governmental agencies, companies have to be prepared for change. Typically, this change is tidbit but is potentially profound; especially when it has to do with organizational change. Therefore in order to know what to do for a change through disciplined action one should know what organizational change is. An organizational change is the process of moving from the current functional phase into the next advanced operating phase. This process is the most difficult one, both for the company as well as for the employees. In an organizational change; there can be changes in the processes of the company, ownership of the company, transfer of the employees and teams, and modifications to the functional practices etc. As it is the human tendency to resists change, the concept of implementing change management in a company can be a very difficult task for the employer (Buzzle.com. 2011). With that being said, what a system needs to do to reduce barriers to change is to recognize that change is disruptive and stressful, depending on how it is presented and how it affects the company.

Kotter (1996) states that there are four basic reasons why change is resisted or reduced:

Parochial self interest
1. Individuals are more concerned with the implications for themselves
(2)Misunderstanding
1. Communications problems
2. Inadequate information
(3)Low tolerance of change
1. Sense of insecurity
2. Different assessment of the situation
(4) Disagreement over the need for change
1. Disagreement over the advantages and disadvantages

These four reasons seem to me to be a clear indication that change affects people and how they think. If they are approached as a respected human being and their skills are identified, then they will be more productive when it comes to handling and accepting the change. Therefore the barriers to change should have something to do with 1) relieving the individuals from implications that they believe will be harmful to them. 2) Providing adequate communication that is well identified and well said. 3) Viewing the situation in a team aspect that allows for the members to participate and freely give their thoughts on any issue. This will improve their sense of insecurity. 4) Although there are advantages and disadvantages, coming to a mutual agreement as to what will work better will dissolve the disagreement.
How do you create measures that will accurately measure progress?

Measuring progress requires that you know something about the workers or the people who work around you. Usually, the best way of measuring progress in these types of situations, a person may need to fill out surveys. These surveys are surely without bias but can be used to see what the workers are doing, saying, and what happens when they go home. The results of these surveys can give a score that will lead the managers to act appropriately when change is imminent. When this works well, the results turn out to be near perfection. It acts as a life rope to empower employees.

Employee empowerment is a strategy and philosophy that enables employees to make decisions about their jobs. Employee empowerment helps employees own their work and take responsibility for their results. Employee empowerment helps employees serve customers at the level of the organization where the customer interface exists (About.com. 2011). Customer interface is vital when the manager can:

2. Demonstrate that you value your people
3. Share leadership vision
4. Share goals and direction
5. More about trust
6. Decision-making
7. Delegation
8. More about decision-making

These empowering steps can be a guide for modifying the skills, behavior and culture to support the desired change. Often changes come without meaning and one sometimes find themselves in a pickle. More than likely, for this reason, people would want to do their best but lack the information to do so. Everyone would like to be their best, but most organizations lack the discipline to figure out with eggless clarity how they can be the best at and the will to do whatever it takes to turn that potential into reality.

References:

Barriers to change
http://www.buzzle.com/articles/barriers-to-change.html

http://humanresources.about.com/od/employeeempowerment/Employee\_Empowerment\_How\_to\_Empower\_Employees.htm

Kotter, J. P. (1996). Leading change. Boston: Harvard Business School Press. ISBN: 0875847471

Senge, P., Kleiner, A., Roberts, C., Ross, R., & Smith, B. (1994). The fifth discipline fieldbook: Strategies and tools for building a learning organization. New York: Doubleday. ISBN: 0385472560.

Six Change Approaches – Kotter and Schelesinger
http://www.valuebasedmanagement.net/methods\_kotter\_change\_approaches.html