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# Changing your cash handling? try Change Management

Posted by tomqueeney - 2010/04/27 20:30

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Don't 'sell' change to people as a way of accelerating 'agreement' and implementation. Selling change to employees is not a sustainable strategy for success. When people listen to upper management trying to sell change, they smile and appear to accept it, but quietly to themselves they're thinking, "No chance, if you think I'm standing for that you've got another think coming!" And that's just the general types - the other more aggressive types will be well on the way to either updating their resume or attempting to sabotage the change, or BOTH!

Instead, change needs to be understood and managed in a way that people can cope effectively with it. Change can be unsettling, so the manager logically needs to be a settling influence. If you think that you need to make a change quickly, you most likely do not. Quick change prevents proper consultation and involvement, which leads to difficulties that take time to resolve.

For complex changes, refer to the process of project management, and ensure that you augment this with consultative communications to agree and gain support for the reasons for the change. Involving and informing people also creates opportunities for others to participate in planning and implementing the changes, which lightens your burden, spreads the organizational load, and creates a sense of ownership and familiarity among the people affected.

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