Task1

Read the following scenario and prepare a video and a report with the guidelines provided.

Scenario: Covid-19 has affected all organisations and the world as we have known it no longer exists. Throughout the world, organisations need to relook at the way they operate. Your task is to find a client organisation that has to change and help them manage this change. The organisation you need to engage with could be the organisation you work for, or one in which you are involved in in your private capacity or any other organisation you know that might need assistance (perhaps even an organisation in which a friend or family member works). Engage with the key decision maker in the organisation and obtain input about the challenges, what needs to change and the consequences of not changing. Find other key stakeholders who can provide more information and engage with them about the challenges and possible solutions. Apply change tools and models and develop a change strategy and plan. Also show how the organisation can lead its stakeholders in developing and adopting the strategy for change, how they should plan to implement the chosen change strategy and how they should deal with resistance. Reflect what you have learnt from this process and what you could have been done better.

Write up the total process in a written assignment format by answering the questions below. Although this report academic report could be of value to the client who could use it to implement the recommendation, strict academic guidelines need to be adhered to such as referring to credible academic journals and articles and following the Harvard referencing format.

Note: You might want to agree with the client to use a pseudonym to protect their identity and to guarantee confidentiality.

The written report should include the following:

1. Executive Summary [8 Marks]

2. Introduction of the Chosen Organization and background to change [7 Marks]

3. Examine the need for change in the organization. Assess the factors that drive the need for strategic change and critically evaluate the resource implications for not responding to these changes. [25 Marks]

4. Explain any two change management models and evaluate the relevance of these models in the chosen organization. [10 Marks]

5. Develop a change management strategy involving the stakeholders, and also devise strategies to overcome resistance. [10 Marks]

6. Conclusions and recommendations. [10 Marks]

7. References (Adhering to Harvard Referencing Format)

8. Prepare PowerPoint presentation with up to 8 slides maximum

* Briefly explain about your chosen organisation, its challenges, the needs of the client organisation; the possible solutions, the change tools you applied and the suggested change strategy and plan.
* Also capture what you have learnt in this module and how you applied the learning in this case study