Kinnopke's Imbiss Case Study

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Change is a very complicated thing that many organizations need to put a lot of thought into before taking any actions into the considerations for change. In an organization like Konnopke's that was established with a particular goal in mind and has remained in business for the longest time, many things need to be considered when the questions of change present themselves. Hodges and Gill (2015) recommend that an organization question themselves if a change is necessary first before they put time and effort into the process.

Kinnopke's has been known has been known for their never changing products and services they provide for many years if they are to consider staying in the market and branching out there is a lot of things that that company needs to consider before making the turn to do any change. First, the organization needs to establish what precisely about the organization they need to change and make it feet with the organization's guideline. Senior and Swailes (2010) suggest that an organization identifies areas that are performing poorly and implement ways to make them do better. In some cases that require an organization to maintain their uniqueness, they need to make the change fit with their guidelines without losing their uniqueness in the process because they need to keep some of the things, they are known for that make them unique from other organizations. Anderson (1982) states that some changes can occur to make things better while still maintaining the distinctiveness.

In determining if a change is necessary, the organization needs to find out how relevant they are in the market because that will help them have an idea of whether a change is essential. The organization time they have to find out if they need to make necessary changes and because they have a year to figure things out, they can take that time to look into every department in the organization, the way it works and figure out if there will be a need to change anything and if there is a need to come up with ideas in which the change can be met. Scandura (2019)

recommends that a leader use all the people within their organization and seek their input on areas that may be seen to require change because employees may look at the challenges on the ground better than leaders.

If the leader needs to maintain some of the things, they are known for that distinguishes them from others in the business, change can be made while keeping what people love about them because they have enough time to gather information and change o what is necessary only. Holder (2016) suggests that the leader implements changes that need to happen but still make sure that uniqueness and peoples demands are kept intact, and no integrity is compromised in the process.

Within the one-year the company needs to use diagnostic tools to identify the necessity for change, take doing this will give them time to find out if people would be needed for change and how many people willing to support the change , if there is resistance, find out how to go about handling it as it may present itself and make sure all the necessary measures are put into consideration before concluding on the need for change. Hodges and Gill (2015) recommend that an organization needs to distinguish the pros and cons of making changes within the organization as any change would interfere with the history and the authenticity of the company.

Change takes place in different paces and covers different magnitudes of dimensions; sometimes change occurs is a way that the entire systems need to bring into consideration ways to figure out and change the way the organization as a whole operates. Senior and Swales (2010) when radical change is needed, it is sometimes characterized by environmental demands and leave no room for opinions and personal judgments. At other time change requires just small changes to meet the demands of emerging markets and to solve some minor issues within the

organization, this type of changes calls for just people to readjust and meet the environmental requirements.

The year duration they have given them enough time to introduce and Market their healthy menus and see the reception they will get which will aid them in finding out if there will be any need to change. Scandura (2019) recommends that all stakeholder be involved in giving input of any change situation that may be taking place before the change is initiated because it helps the organization in producing the best kind of change. Konnopkee needs to bring out the demands of the people who have been loyal to them and their company and still maintain their uniqueness. To do these, the organizations need to make sure that they are meeting the demands of their consumers and incorporate them with the needs of all the other consumers which will help in making sure that all shareholders have input on the need for change.

Within the duration the organization will be closed, they ought to have put everything in mind and tested the waters and find out if the changes necessary whatever outcome comes from it their organizations need to come together and talk about the need for change and if change is needed they need to come up with ways in which everybody within their organization has something to contribute in giving an idea of what kind of change they want to bring out and also integrated with the organization's objectives. Spector (2010) notes that finding out if there is a need for change is what determines the organization's preparedness and awareness to the need for change and finding a way to implement it with the organization.

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