

A complete guide to overcoming obstacles

Akimov Gleb

ISMA University of Applied Sciences, Latvia

Corresponding author's e-mail: glezz@inbox.lv

Abstract

An approach explores new means of fundamental diagnostics that are aimed at identifying management problems and eliminating organisational pathologies.

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1 Introduction

The basis for a diagnostic assessment is a systematisation of both early and late symptoms. Its results form the basis for a development of symptomatic measures. Such measures are considered as means to eliminate appearance of external pathologies. To do this, it is necessary to undertake radical measures aimed at key changes in an organisation.

2 Main Part

In the first part a study of resultative means of business assessment is conducted. Such means are regarded both in short-term and long-term perspectives: for example: acceleration and improvement of the processes by means of automation implementation without staff training; process acceleration in consequence of automation; implementation of automation and staff reduction. So a special procedure is required to facilitate the objective change, the development of which was the goal of this study. The implementation of the procedure allows for identification of causes that result in the organization to remain in an unstable state for extended periods of time [1].

In the second part an approach in developing procedure for diagnostics of management system is expanded. Its basis is formed by mechanisms of an organisation in conditions of radical innovations related to high level of uncertainty and unpredictability of a project's life cycle. Such

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conditions is chronic, hence, unnatural for the organisation, as the external destructive forces occur along with the such problems: the market needs satisfaction and supply of resources in consequence of changes in environment requirements; lack of understanding of the company management system in consequence of the outdated knowledge submission; knowledge is delivered with an emphasis on "becoming a manager", and the environment requires you to be a professional manager; the norms are adjusted to the current production, and not to the requirements for improvement; problem solving in a short time [2-4].

In the third part, diagnostics management system is performed under conditions of a strategic course change. The results of the performed diagnostics made it possible to identify symptoms of abnormalities, which are following: compliance with established standards: the appearance of the management department in the form of an inability to solve quality problems due to absence of necessary funds; divergence of understanding between reality and the desire of the company's management [5,6].

3 Results

As a result, all experience gained is recorded in a specially developed methodology, which serves as a guide for crisis management and mitigation