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* * *

Впереди перемен
Почему компаниям не удается организационная перестройка

Джон Коттер

За последнее десятилетие я наблюдал, как множество компаний предпринимали попытки усилить свои конкурентные позиции. Организации осуществляли различные виды реформ: внедряли программы всеобщего управления качеством, проводили реинжиниринг, реструктуризацию, оптимизировали размер бизнеса, совершенствовали корпоративную культуру или полностью перестраивали бизнес. Однако в большинстве случаев основная цель преобразований была сходной – кардинально изменить способ ведения бизнеса, чтобы обеспечить организации более прочные позиции в новых, сложных рыночных условиях.

Случалось, что попытки организационных изменений приводили к грандиозному успеху, нередко они оканчивались неудачей. Но, как правило, результаты были неоднозначными (хотя и преобладала негативная тенденция). Опыт этих компаний может принести немалую пользу и многому научить фирмы, действующие в условиях современного рынка.

Идея вкратце

Множество серьезных попыток проведения преобразований, направленных на повышение качества, улучшение корпоративной культуры или на предотвращение угасания компании, дали весьма умеренные результаты. Многие окончились неудачно. Почему? Коттер утверждает, что множество руководителей не осознают, что преобразование – это процесс, а не событие. Он должен проходить этапы, которые опираются друг на друга. И это занимает годы. Испытывая давление в пользу ускорения процесса, руководители пропускают отдельные этапы. Но срезать путь тут не получается.

Что не менее опасно, даже очень толковые руководители совершают критические ошибки – например, слишком рано объявляют о победе. Результат? Потеря темпа, откат таким трудом заработанных достижений и уничтожение всех усилий по преобразованию.

Понимание этапов преобразования – и ловушек, присущих каждому этапу, – позволит вам увеличить шансы на удачное преобразование. Выгода? Ваша организация пройдет через тектонические сдвиги в лице конкурентов, рынков и технологий, оставив соперников далеко позади.

Основной урок, который можно извлечь из наиболее ярких примеров успеха, заключается в том, что процесс преобразований проходит в несколько этапов, поэтому он весьма продолжителен. Попытка пропустить какой-либо этап лишь создает иллюзию быстрых изменений, но никогда не приводит к желаемому результату. Второй урок состоит в том, что принципиальные ошибки, допущенные на одном из этапов, могут крайне негативно сказаться на общем ходе реформ, обесценив результаты прежних усилий. Уроки Коттера чрезвычайно поучительны, поскольку даже самые талантливые руководители обычно совершают как минимум одну серьезную ошибку.

За последнее десятилетие я наблюдал, как более сотни компаний предпринимали попытки усилить свои конкурентные позиции. Среди них были как крупные организации (Ford), так и небольшие фирмы (Landmark Communications); компании как из США (General Motors), так и из других стран (British Airways). Некоторые из них в этот период переживали серьезный кризис (Eastern Airlines), другие получали значительную прибыль (Bristol-Myers Squibb). Организации осуществляли различные виды реформ: внедряли программы всеобщего управления качеством, проводили реинжиниринг, реструктуризацию, оптимизировали размер бизнеса, совершенствовали корпоративную культуру или полностью перестраивали бизнес. Однако в большинстве случаев основная цель преобразований была сходной – кардинально изменить способ ведения бизнеса, чтобы обеспечить организации более прочные позиции в новых, сложных рыночных условиях. Случалось, что попытки организационных изменений приводили к грандиозному успеху, часто они оканчивались неудачей. Но, как правило, результаты были неоднозначными (хотя и преобладала негативная тенденция). Опыт этих компаний может принести немалую пользу и многому научить фирмы, действующие в условиях современного рынка. Основной урок, который можно извлечь из наиболее ярких примеров успеха, заключается в том, что процесс преобразований проходит в несколько этапов, поэтому он весьма продолжителен. Попытка пропустить один из этих этапов создает иллюзию быстрых изменений, но никогда не приводит к желаемому результату. Второй, столь же универсальный, урок – в том, что принципиальные ошибки, допущенные на одном из этапов, могут негативно сказаться на общем ходе реформ, обесценив результаты прежних

усилий. Вероятно, это объясняется тем, что у нас сравнительно мало опыта в деле обновления компаний, и даже самые успешные руководители обычно совершают как минимум одну серьезную ошибку.

Ошибка № 1: не создана атмосфера безотлагательности действий

Большинство успешных преобразований начинается с того, что отдельный сотрудник или группа тщательно анализируют конкурентные позиции компании, тенденции развития технологий и финансовые показатели. Например, они пытаются определить, насколько упадет уровень дохода, если истечет срок действия важного патента; они анализируют среднесрочные тенденции снижения прибыли в основной сфере их бизнеса или изучают новые рынки с большим потенциалом. Затем они находят способы донести эту информацию до максимально широкого круга заинтересованных лиц, причем действуют оперативно, особенно когда компании угрожает кризис либо появляются благоприятные возможности. Этот подготовительный этап имеет существенное значение, поскольку запуск реформ требует плотного сотрудничества многих специалистов. При отсутствии мотивации люди не будут помогать вам, и ваши усилия ни к чему не приведут.

Начальный этап процесса может показаться довольно легким. Однако это не так. Более половины компаний, с которыми я имел дело, потерпели поражение уже на этой стадии. Чем можно объяснить их неудачи? Иногда руководители недооценивают трудность задачи – побудить подчиненных отказаться от привычных комфортных условий. Иногда они сильно преувеличивают свои достижения в деле мобилизации сотрудников. Иногда им недостает терпения: «Хватит готовиться, пора действовать». Часто бывает и так, что руководители боятся негативных последствий. Они опасаются, что заслуженные сотрудники с большим стажем не одобряют перемен, ухудшится моральный климат, что события выйдут из-под контроля, краткосрочные финансовые результаты окажутся под угрозой, котировки акций пойдут вниз, а самих руководителей обвинят в создании кризисной ситуации.

Причиной пассивного менеджмента часто является то, что в компании слишком много менеджеров и недостаточно лидеров. Менеджеры призваны минимизировать риск и следить за бесперебойным функционированием существующих систем. Что же до преобразований, то они по определению предполагают создание новой системы, а для этого требуется лидер. Первый этап реформ обычно оказывается плодотворным лишь при условии, что в высшем эшелоне руководства появляются истинные лидеры.

Идея на практике

Чтобы у процесса преобразования были максимальные шансы на успех, совершайте верные действия на каждом этапе – и избегайте стандартных ловушек.

Преобразования обычно начинаются (причем успешно), когда во главе организации встает новый руководитель, обладающий значительными лидерскими способностями и понимающий необходимость серьезной перестройки. Если обновления должны затронуть весь корпоративный организм, то таким руководителем должен стать генеральный директор. Если реорганизацию требуется провести в рамках одного отдела, лидерские качества должен продемонстрировать начальник этого подразделения. Если эти люди не имеют новаторских идей, не являются выдающимися лидерами и поборниками изменений, то успешно завершить первый этап преобразований будет очень трудно.

На первом этапе преобразований неудовлетворительные финансовые результаты имеют неоднозначные последствия. С одной стороны, денежные проблемы предприятия заставляют людей мобилизоваться, с другой – сужается пространство для маневра. Если коммерческие показатели на высоте, то в этом случае труднее убедить людей в необходимости перемен, но у вас больше возможностей для достижения нового видения. Независимо от того, в каком финансовом состоянии компания вступает на путь перемен, обычно находится человек или группа людей, которые открыто говорят о потенциально опасных моментах: обострении конкурентной борьбы, сокращении прибыли, сужении доли рынка, финансовой стагнации, отсутствии роста выручки и других показателях, свидетельствующих об ослаблении конкурентных позиций. Если глава организации сам не стремится к преобразованиям, то сигналы тревоги от сотрудников компании могут вызвать негативную реакцию. Охотнее высшее руководство прислушается к критике посторонних людей, таких как аналитики финансового рынка, клиенты фирмы и внешние консультанты. Важно, по словам бывшего генерального директора одной крупной европейской компании, «убедить сотрудников, что ничего не менять – еще опаснее, чем рисковать, осуществляя изменения».

Мне известны несколько случаев весьма успешных организационных преобразований, когда группа активистов искусственно создала кризис. Один генеральный директор умышленно спровоцировал крупнейший финансовый провал за всю историю своей компании, в результате чего на бирже возникла паника. Некий руководитель подразделения заказал консалтинговой фирме исследование удовлетворенности потребителей (чего раньше никогда не делалось), прекрасно зная, что результаты будут, мягко говоря, разочаровывающими. Затем он сделал заключение экспертов достоянием общественности. На первый взгляд такие действия очень рискованны. Однако излишняя осмотрительность тоже может повредить: когда в компании царит самоуспокоенность, целей перестройки достичь невозможно, и будущее организации ставится под угрозу.

Когда же необходимость перемен становится очевидной? Мой опыт показывает, что это происходит, когда около 75 % менеджеров компании искренне убеждены в неприемлемости старых методов ведения бизнеса. Если таких людей меньше, то впоследствии преобразования могут натолкнуться на серьезные трудности.

Ошибка № 2: не создана влиятельная команда реформаторов

Коренная организационная перестройка часто инициируется единицами. В случае успеха проводимых преобразований команда реформаторов со временем увеличивается. Но если уже на ранних этапах перемен эти инициативы не привлекают достаточного числа сторонников, цели преобразований скорее всего не будут достигнуты.

Обычно считается, что осуществить масштабные преобразования невозможно, если среди активных сторонников нововведений нет главы предприятия. Реформы успешны, когда возникает коалиция, куда входят председатель совета директоров, президент компании или руководитель подразделения и еще пять, пятнадцать, а то и полсотни сотрудников: все они верят в обновление предприятия путем изменений. Но я не припомню случая, чтобы в эту группу входили все высшие руководители компании: не все принимают новые идеи, по крайней мере на ранних этапах процесса. Тем не менее обычно формируется достаточно представительная коалиция с точки зрения занимаемых должностей, осведомленности, опыта и репутации.

В течение первого года преобразований команда реформаторов (как в крупных, так и в мелких организациях) может состоять всего из трех-пяти человек. Однако, если речь идет о крупных компаниях, необходимо, чтобы эта коалиция уже к третьему этапу преобразований состояла из 20–50 участников – только при этом условии возможен дальнейший прогресс. Костяк группы всегда составляют топ-менеджеры. Но иногда ключевую роль играют члены совета директоров или, например, представители приоритетного корпоративного клиента или даже влиятельного профсоюзного лидера.

Поскольку в состав команды реформаторов входят сотрудники, не принадлежащие к числу руководителей высшего звена, ее деятельность нередко выходит за рамки стандартной иерархической модели. Не всегда это удобно, но тем не менее совершенно необходимо. Ясно, что если бы существующая организационная структура была эффективна, то вопрос о коренных преобразованиях вообще бы не возник. А коль скоро нынешняя система доказала свою несостоятельность, то реформы не могут осуществляться без отказа от формальных границ, привычных действий и правил.

Осознание руководством острой необходимости перемен – мощный стимул создания команды реформаторов. Но обычно этого недостаточно. Нужен лидер, который сплотит участников команды, поможет им сформировать общее понимание трудностей и возможностей компании и достичь взаимопонимания. Выездные тренинги продолжительностью два-три дня – один из наиболее популярных методов, применяемых с этой целью. Я неоднократно наблюдал, как группы в составе от 5 до 35 руководителей на протяжении нескольких месяцев участвовали в серии таких тренингов. Процесс преобразований обычно буксует уже на втором этапе, когда компании недооценивают трудности осуществления изменений и соответственно роль влиятельной команды реформаторов. Иногда руководители не имеют опыта согласованной совместной работы и поэтому преуменьшают значение такого рода союза. Иногда они рассчитывают на то, что во главе команды реформаторов встанет представитель администрации (из отдела по работе с персоналом, технического контроля или стратегического планирования), а не ведущий линейный менеджер. Но какой бы талант и преданность делу ни демонстрировал глава того или иного отдела – если у руля команды нет сильного лидера, непосредственно руководящего исполнителями, необходимая эффективность никогда не будет достигнута. Разумеется, временный прогресс мы можем наблюдать даже в том случае, когда усилия, направленные на преобразование организации, не поддерживаются достаточно мощной командой реформаторов. Но рано или поздно дает о себе знать сопротивление нововведениям, и тогда процесс изменений останавливается.

Ошибка № 3: отсутствие видения

Во всех случаях успешных преобразований, свидетелем которых я был, команда реформаторов неизменно обладала видением. Причем это видение было достаточно просто доносить до клиентов, акционеров и сотрудников в силу его ясности и привлекательности. Видение непременно должно распространяться за пределы показателей пятилетних планов. Оно указывает организации направление, в котором та должна двигаться. Иногда первоначальная концепция видения разрабатывается одним человеком. Обычно оно несколько расплывчато, по крайней мере поначалу. Но после того как команда реформаторов трудится над ним в течение трех или пяти месяцев, концепция становится более определенной. В результате этих усилий рождается еще и стратегия реализации нового видения.

В одной европейской компании среднего размера исходный вариант концепции будущего содержал две трети исходных идей, реализованных в конечном продукте. С самого начала в ней присутствовал принцип глобальной достигаемости, а также стремление выйти на лидерские позиции в ряде направлений коммерческой деятельности. Но одна из важнейших составляющих окончательного варианта концепции, а именно отказ от низкодоходных видов деятельности, – появилась лишь после дискуссий, продолжавшихся на протяжении нескольких месяцев.

Если у организации отсутствует осмысленное представление о желаемом будущем, то все ее реформаторские усилия бесславно потонут в груде несуразных и противоречивых проектов, которые могут повести ее по ложному пути либо вообще закончиться ничем. Когда у вас нет здоровой концепции развития, то, что бы вы ни затеяли – реинжиниринг бухгалтерской службы, оценку результатов работы персонала по системе 360°, программу повышения качества продукции, проект совершенствования корпоративной культуры торгового персонала, – все ваши усилия, по сути, ничего не изменят.

Попытки преобразований часто заканчиваются неудачей, когда у компании множество планов, инструкций и программ, но отсутствует видение. Мне вспоминается случай, когда руководство компании выпускало талмуды толщиной 10 см с описанием программы преобразований. В документе самым подробным образом излагались процедуры, цели, методы и сроки. Но нигде не было четко и доходчиво прописано, куда же предполагается прийти в результате всех этих усилий. Неудивительно, что большинство работников, с которыми я общался, либо были в замешательстве, либо выказывали полное безразличие ко всем инициативам начальства. Эти пухлые манифесты не сплотили коллектив и не вдохновили людей на перемены. По сути дела, они, скорее всего, производили обратный эффект.

Я был свидетелем ряда случаев, когда попытки преобразований оказывались не особенно успешными. При этом руководство компании имело представление о направлении организационного развития, но оно было излишне сложным или туманным. Недавно я попросил топ-менеджера компании среднего размера описать свое видение. В ответ мне была прочитана невнятная получасовая лекция. В его речи, правда, содержались основные элементы вполне здоровой концепции, но они терялись в слишком расплывчатых формулировках.

Полезное практическое правило: если вы не способны изложить свою концепцию будущего за пять минут и добиться в ответ реакции, которая бы одновременно свидетельствовала о понимании и заинтересованности вашего собеседника, значит, этот этап преобразований вы еще не осилили.

Ошибка № 4: неэффективная пропаганда корпоративного видения

Мне довелось наблюдать три модели донесения видения. Каждая из них получила широкое распространение в организациях. В первом случае группе удается разработать по-настоящему убедительное видение преобразований, после чего проводится одно-единственное совещание или рассылается одно сообщение. В итоге, используя лишь малую часть внутрикорпоративных коммуникационных возможностей, участники команды удивляются, почему так мало людей понимают предложенный ими новый подход к бизнесу. Во втором случае глава организации достаточно много времени тратит на выступления перед различными группами работников, но большинство из них все-таки не успевают понять суть нововведений (что, опять-таки, неудивительно, потому что используется лишь ничтожный процент возможностей коммуникации). В третьем случае информационным бюллетеням и публичным выступлениям уделяется гораздо больше внимания, однако некоторые наиболее авторитетные топ-менеджеры продолжают действовать вразрез с новой концепцией. В результате среди сотрудников растут циничные настроения, и коллектив теряет доверие к словам начальства.

Преобразования нельзя осуществить, если сотни или тысячи людей не демонстрируют готовности внести свой вклад в этот процесс и даже иногда пойти на временные жертвы. Сотрудники не станут ничем жертвовать (даже если недовольны существующим положением вещей), если не верят в возможность позитивных изменений. Без убедительной и активной формы донесения информации невозможно завоевать сердца и умы сотрудников.

Этот четвертый этап процесса преобразований проходит особенно болезненно, если жертвовать приходится среди прочего рабочими местами. Крайне трудно добиться понимания и поддержки сотрудников, когда ваше видение предполагает сокращение штата. Именно поэтому удачные концепции, как правило, содержат новые возможности роста и обязательство справедливо относиться к каждому, кто оказывается в числе уволенных. Руководители, которым хорошо удается пропаганда нового видения, отличаются тем, что следуют провозглашаемым принципам в своей повседневной деятельности. Например, на рядовом обсуждении текущих вопросов они высказываются по поводу того, насколько предлагаемые решения укладываются в рамки более масштабных представлений о развитии компании. В ходе очередной аттестации персонала они говорят о том, как поведение

каждого сотрудника сказывается на воплощении видения в жизнь. Делая анализ квартальных показателей подразделения, они обращают внимание не только на цифры, но и на то, какой вклад вносят руководители подразделения в осуществление задуманных преобразований. На традиционной встрече с работниками предприятия они стараются увязать свои ответы с целями реформ.

Преобразования оказываются успешными, когда для пропаганды нового видения руководители используют все существующие каналы коммуникации. Эти лидеры превращают скучные, нечитабельные информационные бюллетени в занимательные статьи. Они заменяют ежеквартальные совещания, похожие на скучный надоевший ритуал, увлекательными дискуссиями по вопросам организационных преобразований. Они отказываются от большей части общих программ для менеджеров и делают ставку на курсы, посвященные разбору конкретных деловых ситуаций и усвоению нового видения. Они руководствуются простым принципом: нужно использовать все доступные каналы, особенно те, которые загружены несущественной информацией.

Другая, пожалуй, еще более важная особенность лидеров, возглавляющих успешные проекты коренных преобразований, заключается в том, что они сами следуют провозглашаемым принципам. Они сознательно стремятся стать живым символом новой корпоративной культуры. Часто это бывает непросто. Шестидесятилетний директор завода, за 40 лет работы почти не думавший о нуждах клиентов, вряд ли вдруг станет демонстрировать ориентацию на потребителя. Однако я лично видел, как в таком человеке произошла перемена, и перемена разительная. Помогло на этот раз понимание крайней необходимости преобразований, а также и то, что человек этот был членом команды реформаторов и группы по разработке новой концепции будущего. Помогла его превращению также и пропаганда нового видения – постоянные напоминания о желаемом стиле поведения. К тому же обратная связь – восприятие его поведения коллегами и подчиненными – подсказывала ему, в какие моменты его действия не соответствуют новым представлениям.

Пропаганда нового видения включает и слова, и поступки, причем последние зачастую обладают особой силой воздействия. Ничто так не вредит преобразованиям, как непоследовательное поведение, когда действия авторитетного руководителя расходятся со словами.

Ошибка № 5: не устранены препятствия, блокирующие нововведения

Когда преобразования проходят успешно, в процесс постепенно включается все больше людей. Начальство заинтересовывает сотрудников новыми подходами, разработкой новых идей и воспитанием в себе лидеров. Единственное ограничение, которое накладывается на творчество работников, – это соответствие действий принципиальным положениям общей концепции развития. Причем чем больше людей участвует в преобразованиях, тем лучше результат.

В известной степени команда реформаторов вдохновляет всех остальных работников – просто с помощью успешной пропаганды нового курса. Но одной пропаганды всегда мало. Для обновления организации требуется еще и устранение препятствий. Очень часто случается так, что работник понимает новое видение и стремится к его воплощению в жизнь. Но на пути к этой цели вдруг возникает серьезное препятствие. Иногда эта помеха существует лишь в воображении сотрудника, и тогда нужно убедить его в том, что никаких внешних преград нет. Однако в большинстве случаев барьеры вполне реальны. Иногда в качестве препятствия выступает организационная структура: слишком узкая специализация работы может в значительной мере подорвать усилия по повышению производительности или даже помешать думать о потребителе. Иногда существующие системы оплаты труда или оценки результатов деятельности вынуждают сотрудников делать выбор между новым видением и личными интересами. Самым серьезным

препятствием, пожалуй, следует считать боссов, которые отказываются меняться сами и предъявляют к подчиненным требования, несовместимые с целями реформ. Однажды я наблюдал, как проходил процесс преобразований в одной компании. Изменения осуществлялись открыто, на глазах у общественности, и вплоть до четвертого этапа достижения были налицо. Но затем все реформаторские попытки прекратились, поскольку главе крупнейшего подразделения компании позволили развалить большинство новых инициатив. На словах он уверял всех в приверженности делу преобразований, но на деле этот руководитель и своего поведения не корректировал, и менеджеров, бывших у него в подчинении, не призывал меняться. Он не поощрял выдвижение незаурядных идей, столь необходимых для претворения нового видения в жизнь. Он оставил неизменной систему управления персоналом, даже когда стало очевидно, что она не соответствует новым принципам. Думаю, у этого руководителя были смешанные мотивы. В какой-то степени он, видимо, просто не верил в то, что компании необходима коренная перестройка. Он видел в нововведениях угрозу своему положению; опасался, что не сумеет одновременно осуществить изменения и обеспечить ожидаемую операционную прибыль. И хотя другие руководители полностью одобряли намеченные преобразования, они практически ничего не сделали, чтобы нейтрализовать этого единственного человека, блокирующего их. Их мотивы тоже были неоднозначными. Во-первых, менеджмент компании никогда прежде не сталкивался с подобными проблемами. Во-вторых, некоторые просто боялись этого человека. А генеральный директор беспокоился о том, как бы не потерять талантливого руководителя. В итоге все обернулось полным провалом. Менеджеры низшего звена сделали вывод, что высшее руководство обманывало их, уверяя в своей приверженности новым идеалам; в коллективе росли циничные настроения, и реформаторские начинания потерпели крах.

В первой половине процесса преобразований ни у одной организации не хватит ни сил, ни времени, чтобы избавиться от всех препятствий. Однако самые крупные помехи все же следует преодолевать и устранять. Если в качестве такого препятствия выступает человек, нужно обязательно отнестись к нему по справедливости и так, как велит вам новый образ компании. Главное – нельзя бездействовать. Активность необходима для того, чтобы зажечь энтузиазм в других, а также поддержать в коллективе доверительное отношение к программе преобразований в целом.

Ошибка № 6: нет систематического планирования и обеспечения ближайших результатов

Серьезные преобразования требуют достаточно длительного времени, и если компания не ставит перед собой краткосрочных целей и, соответственно, не имеет возможности продемонстрировать быстрые успехи, то есть опасность потерять импульс. Большинство людей не согласятся на «длительное путешествие», если в пределах года или двух не увидят убедительных доказательств того, что их усилия приводят к ожидаемым результатам. Если не будет быстрых успехов, то многие люди потеряют интерес к преобразованиям или даже сознательно встанут в ряды тех, кто сопротивляется им. Если посмотреть на удачные примеры организационных изменений, можно заметить, что через год или два после начала реформ в этих компаниях повышаются некоторые показатели качества или прекращается падение чистой прибыли. На рынок выводится ряд новых товаров, которые имеют успех. Наблюдается увеличение доли рынка. Необычайно растет производительность, или повышается рейтинг потребительской удовлетворенности. В общем, достижения налицо. Результат – это не голословное утверждение, которое может быть запросто опровергнуто противниками перемен. Реальное достижение быстрых результатов – далеко не то же самое, что пассивная надежда на них. В первом случае менеджеры занимают активную позицию, во втором – выжидательную. Рассматривая примеры удачных преобразований, мы видим, что менеджеры энергично ищут способы заметно повысить производительность, устанавливают краткосрочные цели в рамках годового планирования, достигают этих целей

и вознаграждают сотрудников, которые внесли свой вклад в этот успех, через официальное признание их достижений, повышение по службе и просто премии. Например, команде реформаторов одной американской производственной компании удалось за полтора года преобразований вывести на рынок весьма заметный и успешный новый продукт. С начала нововведений прошло полгода, прежде чем они остановили свой выбор именно на этом продукте. Объяснялся их выбор тем, что товар удовлетворял множеству критериев: его можно было разработать и вывести на рынок за относительно короткий срок; эту работу могла выполнять небольшая группа людей, преданных новым корпоративным идеалам; продукт имел потенциал роста; команда по его разработке могла действовать вне рамок стандартной управленческой структуры, при этом не сталкиваясь с особыми практическими трудностями. Места случайностям оставалось немного; реформаторов ждал успех, который существенно укрепил в сотрудниках веру в организационную перестройку. Менеджеры часто выражают недовольство тем, что от них требуют быстрых побед, но из своего опыта могут заключить, что такое давление часто является ценным элементом процесса преобразований. Когда люди понимают, что коренная перестройка займет много времени, они могут утратить чувство безотлагательности действий. Стремление к достижению быстрых результатов позволяет поддерживать понимание необходимости перемен на должном уровне и будит в людях аналитическое мышление, помогающее уточнять и пересматривать видение.

Ошибка № 7: преждевременное празднование победы

После нескольких лет упорной работы менеджеры могут почувствовать искушение объявить об окончательной победе при первом же заметном повышении производительности. Празднование промежуточных успехов даже полезно, однако трубить о том, что война выиграна, крайне опасно. Пока изменения глубоко не укоренятся в корпоративной культуре (на что уходит от пяти до десяти лет), новые методы неустойчивы, и компания может вернуться к исходным позициям.

Не так давно буквально на моих глазах осуществлялся десяток программ преобразования, проходивших под знаменем реинжиниринга бизнес-процессов. Во всех случаях (за исключением двух) менеджеры начинали праздновать победу, оплачивали дорогостоящие услуги приглашенных консультантов и превозносили их успехи уже через два-три года после начала преобразований, по завершении лишь первого крупного проекта. Еще через два года наметившиеся были позитивные изменения постепенно сходили на нет. В двух из этих десяти случаев сегодня вообще уже трудно разглядеть какие бы то ни было последствия реинжиниринга.

За последние 20 лет я неоднократно наблюдал, как по такому же сценарию развивались крупные проекты по улучшению качества, программы организационного развития и другие инициативы. Обычно трудности возникают уже на первых этапах процесса: нет атмосферы безотлагательности действий, команда реформаторов оказывается недостаточно влиятельной, а видение слишком расплывчато. Но губят дело не они, а преждевременное празднование победы. И тогда в свои права вступают непреодолимые силы, связанные с привычками и традициями.

Любопытно, что инициаторами преждевременного празднования победы зачастую становятся и реформаторы, и противники изменений. Испытывая головокружение от первых признаков успеха, инициаторы перемен заходят слишком далеко. И тут к ним присоединяются их соперники, которые не хотят упускать возможности задушить преобразования на корню. После того как отгремят празднования по случаю окончательной победы, консерваторы укажут на это событие как на признак того, что война окончена и солдаты могут разойтись по домам. Измотанные войска позволяют убедить себя в том, что стали победителями. Позволив себе расслабиться, бойцы уже не захотят воевать снова. Вскоре после этого все перемены прекращаются, и со временем восстанавливаются прежние традиции.

Совсем иначе все происходит в случае успешных преобразований: тут реформаторы не спешат провозглашать полную победу, а используют доверие, завоеванное за счет промежуточных достижений, для борьбы с более серьезными проблемами. В центр их внимания попадают системы и структуры, которые не соответствуют новой концепции развития, но пока не подвергались корректировке. Эти лидеры тщательно обдумывают, кого следует повысить по службе или взять на работу, и следят за тем, как осуществляется подготовка персонала. Они запускают новые, еще более масштабные проекты по реинжинирингу бизнес-процессов. Они понимают, что обновление предприятия займет не месяцы, а целые годы. В ходе одной из наиболее удачных попыток организационной перестройки на моей памяти изменения, наблюдавшиеся в течение семи лет, ежегодно оценивались по специальной методике. По десятибалльной шкале (единица – слабые изменения, десять – значительные) первый год получил оценку «два», второй – «четыре», третий – «три», четвертый – «семь», пятый – «восемь», шестой – «четыре» и, наконец, седьмой – «два». Пик преобразований, таким образом, пришелся на пятый год – три года спустя после первых заметных успехов.

Ошибка № 8: изменения не закреплены в корпоративной культуре

В конечном счете изменения укореняются тогда, когда новый стиль поведения становится нормой рабочих отношений, когда он входит в «плоть и кровь» корпоративного организма. До тех пор пока новые подходы не станут неотъемлемой частью социальных норм и коллективных ценностей, они будут забываться всякий раз, как только прекращается процесс реформирования. Для закрепления изменений в корпоративной культуре особенно важны два обстоятельства. Первое – это наглядная демонстрация того, что перемены в установках, поведении и мышлении улучшили работу компании. Если предоставить людям возможность самостоятельно делать выводы, они могут прийти к ошибочным умозаключениям. Например, поскольку финансовые показатели улучшились в то время, когда руководителем был харизматичный Гарри, сотрудники связали коммерческие успехи с его необычным стилем поведения, вместо того чтобы заметить, что все дело в совершенствовании обслуживания клиентов и росте производительности. Чтобы люди увидели правильные взаимосвязи, требуется соответствующая пропаганда. Так, руководство одной фирмы неустанно искало способы информирования подчиненных, и эти усилия окупились сторицей. Причины роста производительности обсуждались на каждом крупном совещании. В корпоративной газете раз за разом появлялись статьи, описывающие, как изменения повлияли на рост прибыли. Второе важное обстоятельство состоит в необходимости сформировать следующее поколение управленцев, олицетворяющее новые подходы. При сохранении прежних критериев продвижения по службе перемены вряд ли смогут закрепиться. Достаточно допустить при смене руководителя организации всего одну оплошность, чтобы целое десятилетие упорной работы пошло насмарку. Неправильные решения в вопросах преемственности руководства возможны в тех случаях, когда советы директоров стоят в стороне от реформ. Я знаю как минимум три случая, когда поборниками перемен оказывались уходящие в отставку главы организаций. Их преемники не были в оппозиции к перестройке, но и не входили в число реформаторов. Поскольку члены совета директоров не разбирались в деталях трансформаций, они не осознавали ошибочность выбора преемника. Один из уходящих в отставку генеральных директоров безуспешно пытался склонить правление в пользу не столь искушенного, но приверженного переменам кандидата. В двух других случаях бывшие руководители не противились решению совета, поскольку считали, что начатые преобразования уже не остановить на полпути, кто бы ни занял высший пост в компании после них. Однако они ошибались: уже через два года после смены власти признаки обновления начали исчезать.

* * *

Разумеется, перечень распространенных ошибок этим не ограничивается, однако восемь названных относятся к числу наиболее серьезных. Я хорошо понимаю, что в небольшой

статье мои тезисы неизбежно выглядят излишне упрощенными. В реальности даже самые успешные преобразования не проходят гладко и без неожиданностей. Но идеализированные модели полезны: для осуществления коренной перестройки необходимо относительно простое видение, а схематичное представление о процессе преобразований способно снизить частоту появления ошибок. А именно число ошибок проводит границу между успехом и неудачей организационной перестройки.

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Изменение организации через изменение сознания сотрудников

Дэвид Гарвин, Майкл Роберто

Сталкиваясь с необходимостью коренным образом что-то менять в компании, большинство руководителей действуют предсказуемо: внимательно пересматривают ее стратегию. Затем они вычленивают основных «подозреваемых» – обычно это сотрудники, затраты и процессы – и начинают воздействовать на них путем перестановок, изменения систем мотивации и поиска слабых звеньев. Однако, рассчитывая на заметные улучшения, руководители часто оказываются обманувшимися в своих ожиданиях.

В чем же причина? В первую очередь нельзя забывать о том, что люди по природе своей инертны. Да и зачем менять привычки? Все и так работает, и раньше работало, никакой опасности нет. Если же в организации в очередной раз сменилось руководство, сопротивление новым веяниям будет еще сильнее, так как коллектив привык к провальным попыткам новых менеджеров что-либо изменить. Призывы к дисциплине и напряжению всех сил будут встречены прохладно.

Чтобы исследовать эту проблему, мы обратились к опыту самых разных организаций: больших международных компаний, государственных учреждений, некоммерческих организаций, пожарных бригад и даже команд, занимающихся альпинизмом. Основной вывод, к которому мы пришли, заключается в том, что для успеха будущих изменений особенно важна подготовка коллектива к ним. Такая подготовка – по сути, кампания по воздействию на сознание коллектива и настройке его на перемены – должна проводиться за несколько недель, а иногда и месяцев до внедрения самих изменений. Руководителям предстоит приложить немало усилий, чтобы быть уверенными в том, что сотрудники на самом деле готовы к значительному перевороту в своей работе, к отказу от привычных рутинных действий.

Эта подготовка подразумевает ряд продуманных, осторожных шагов, которые помогут сотрудникам взглянуть на свою деятельность под другим углом и тем самым создадут новую рабочую среду.

Контроль за тем, как сознание сотрудников адаптируется к происходящим переменам в жизни компании, не должен ослабевать в течение первых месяцев преобразований, так как в это время все еще сохраняется атмосфера новизны и неясности, а иногда происходят и ошибки. Если этого не делать, положительный эффект может сойти на нет.

Кампанию по убеждению сотрудников в необходимости изменений можно сравнить с политической кампанией – в обоих случаях важно показать отличие планируемого будущего от прошлого. Как правило, для инертных сотрудников организации все планы по реструктуризации выглядят одинаково, поэтому особенно важно детально разъяснить отличие нового видения от предыдущих подходов. Руководителю необходимо донести до

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