Leading the charge

How to spearhead organisational change

In a rapidly changing world, the need for change can be challenging. What does it take to apply new ways of thinking, continuous learning and the development of new organisational structures to meet the new world? To answer these questions, an organisation that has a rich history - the Straits Times - has evolved and adopted new business models and structures. The newspaper's executive editor, Bill Pasmore, shares some insights into how the organisation has managed to spearhead organisational change.

LEADING ROOM FOR CHANGE

Organisational opportunities require changes to happen and change can be difficult. How can people react in a more flexible and adaptive manner to keep up with change?

TWO SEASONS TO CULTIVATE

Organisations need to cultivate the right conditions to drive change. The first season is about recognising the need for change and setting the strategic direction. The second season is about implementing the changes and measuring the impact.

FINISHING ROYAL TO BE还能

If we are to be a highly structured company, it means that the organisation is shaped to fit the need. But we also need to incorporate the flexibility to become adaptable. By opening up a tightly structured company, it will not only be more flexible, but also more competitive. It is this balance that makes the organisation more adaptive.