

# High-Speed Management and Organizational Communication in ABB Corporation

7 pages | 1687 words

As a result the front-line profit center managers' performance is getting affected. \* The conflict between long-term technical development and short-term profits is making the situation worse. As per the Business Area's concern, the COMSYS project should be given priority over other activities as this project, if successfully implemented, would enhance the operations and efficiency of our relays business across the world. However, the development of the project is affecting the daily activities of the company.

The problem spilled-over to the regional transmission performance and thus allocation of funds to the project COMSYS (in this case investing in R&D) rises as an important issue to be discussed. \* Such an issue increases the difficulty in reaching to a decision. The more time we take in reaching to a conclusion; more will the performance of the company get affected. First of all, we need to ensure that the development of project COMSYS doesn't affect the operations and performance of the company. Second, we need to allocate suitable resources like funds, workforce etc. or project COMSYS separately. Moreover, from the short-term perspective we need to implement the project as soon as possible as the resources allocated to the project would then be available for daily operations, and from the long-term perspective we would be able to eliminate the compartmentalized framework of the profit centers and thus form a common base of software and hardware. \* In the current situation it would be difficult to achieve this goal as the priorities within the organization doesn't coincide.

Project COMSYS is important for long-term development of the organization and, thus, needs sufficient resources for its implementation. I would, therefore, request the committee to take the afore-mentioned points into consideration and carry this discussion forward and helps us to reach to a decision. 2. ABB's Global Matrix: As mentioned in its annual reports for the year 1988 and 1989, the Chairman(s) has(ve) clearly mentioned about the strategy of "think global, act local".

Since the merger the ABB group has been following the philosophy of decentralization; its aim to be close to the customer, to have short-lines of communication and decision-making and clearly defined accountability, all are reflected in its matrix structure. The matrix structure was proposed by a 10-person top management so that it enables the group to achieve a balance between its global business focus through its 58 business areas with the market created by the 1300 local companies under the umbrella of several country-based holding companies.

The structure focuses on the principles of decentralization and individual accountability with clearly defined responsibilities from business areas heads to regional and front-line profit center managers. The business areas were responsible for carving out strategies while the local companies were responsible for implementing the strategies and achieving the objectives. All the business area heads had additional responsibilities of their national company's operations.

Thus, the overall goal of the top management was to develop managers who can take leadership roles as a result of which "a self-driven, self-renewing organization" would be formed. One of the main reasons for the success of the matrix...

# Communication High Speed Management



**Ohio**

## **Communication High Speed Management:**

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*Practices at Dell, General Electric, Microsoft, and Monsanto* Donald P. Cushman, Sarah Sanderson King, 2012-02-01 Through case studies of communication best practices at Dell General Electric Microsoft and Monsanto this book provides specific and powerful theories for leadership marketing and stockholder communication Best practice limitations are also revealed in the cases of IBM the Bumper Works and Asea Brown and Boveri where organizational learning a firm s timeline and corporate culture made implementation difficult Taken collectively these case studies suggest several ways in which benchmarking can become an important research methodology and theorist tool for understanding excellence in organizational practice

**Excellence in Communicating Organizational Strategy** Donald P. Cushman, Sarah Sanderson King, 2001-07-19 Essays on how organizations effectively communicate strategy to optimize performance **Business Organisation and Management** ,1925 *High-speed Networks and Multimedia Communications* ,2003 **The Cumulative Book Index** ,1996 A world list of books in the English language **Railway Signaling and Communications** ,1961 Docket No. 105342 ,2007 **Marketing/communications** ,1920 *Communications* Wilfred Tetley Stephenson, 1924 Research Memorandum Rand Corporation, 1947 *Spectra* ,1997 High-Speed Management and Organizational Communication in the 1990s Sarah Sanderson King, 1994-01-01 High Speed Management and Organizational Communication in the 1990s provides a unique systematic and practical treatment of the role communication plays in the new organizations It treats organizational integration coordination and control as central communication processes and explores their transformation of traditional organizational topics such as leadership corporate culture teamwork and continuous improvement programs The central thesis of this analysis is that increasing the speed with which products get to market helps to make an organization more productive develop better quality products become more responsive to customer needs and generate more profits for investors Why and how this takes place as well as the central role communication plays in the process is treated here in detail Signal ,1993 **Purchasing** ,1959 Communications, Architectures & Protocols ,1989 **Defense White**

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