Student 1 : Abeer

                **The Impact of Consultants on Organizational Change**

     The change influences everything in the company. It becomes important to the manager to include many stakeholders such as internal consultants, employees, and external consultants in the change process to ensure success. Many companies take the advice of external consultants in recommending and performing the change. If we think about the main reason that makes companies hire external consultants, we see that the company needs an independent perspective on what requires to be changed and how it could be reached. "Consultants can also determine elements of effective leadership and include communication, developing others, team building, decision making skills, managing collaboration across business units, and strategic business elements."(Prosci,2016)External consultants may succeed or fail depending on different factors such as The professionalism of the external consultants, company cooperation including managers and employees and, company status. The external consultants are effective because employees may be more responsive to an external individual who has no previous connections in the company.

      There are many positive contributions of external consultants and employees in the Saudi business. First, consultants have experience with other companies in the same industries so they can use their expertise in the change process. Second, they do not have prior communication with employees which makes them avoid biases and effectively build teams. Third, they have an objective view of the company which is unbiased, unlike internal consultants which his opinion may be affected by his relationships in the company." Consultants can advise on methods of change management and what would best fit an organization without biased."(Catherine,2015) On the other hand, there are negative sides of the contributions of external consultants. External consultants have no existing understanding of the company and no experience with company policies and procedures. This information needs time to understand so, it will take time to contribute efficiently to the change process.

       There many ways the manager can effectively engage consultants and employees in the process of change. First, managers need to collaborate with the consultant from the whole top management and not only the CEO or a few managers. The point is that the complete leadership should stand solidly with consultants to help them to do their work. second, there cannot be any data that is kept from the consultants. It is important to share data about the company and its strengths and weaknesses to make the consultant and employee have a full understanding of the company.

        The Saudi Vision 2030 affect significantly the change management processes in Saudi Arabia. The public and private sector realize the importance of managing change and start now to work to provide a complete department or change agent in it depending on the size of the change and the organization. Managing change will allow organizations to make a successful transformation to achieve Vision 2030 goals. The success of Vision 2030 is related to effective and supportive change management.

         In conclusion, consultants provide a new perspective on dealing with company problems which makes them essential to the change process. However, there is a need to support the consultants and employees with all resources and means that help them to reach success in his effort in implementing change.

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Student 2:

**Utilizing Consultants and Employees to Facilitate the Change Process**

The importance of change is reflected in the company's development and continuous growth as a condition for continuous improvement in response to business-related changes such as changing market preferences, emerging technical and technological acceptance, or the incorporation of new regulatory laws. Transformation analysis is very important because all officials at different levels of management will face it eventually. The basis of their stability, continuous change and the development of institutions, governmental or private, is the fact that the disappearance and bankruptcy of these organizations face one alternative, which is a permanent institution whose end is inevitable.

In certain cases, management approves changes, how they can be improved, and where major decisions about systemic change can be changed. However, there are many reports that contractors and employees will also be affected by the change management process. It is also apt for employees to create an environment in which they believe they must change their work community and be recognized for it (Heathfield, 2020). Consulting can lead to effective change of the company, as the consultant can support the organization to make it more efficient and highly effective. This will be done by an analyst who checks for developments in the business sector and the organization.

There are also clear improvements to the change management process that the consultants and company staff have made in the Kingdom of Saudi Arabia, some of which include improved workforce engagement, increased continuity of changes introduced, more time to plan for change, reduced uncertainty, and a greater sense of change. Control and improve return on investment in changes. If the employees are interested in change within the organization then organizational change is exceptional. If the change is not processed successfully, it will adversely affect the company. Any risks include lower productivity, adverse effects on service levels and demoralization of future improvements.

In comparison, committed and purposeful action helps workers appreciate their importance and inclusion in the company (Osborne & Hammoud 2017). The employees involved are influenced by real leaders (Nicholas & Erakovich, 2013). A healthy partnership between leadership and employees can balance ethical perspectives with personal relationships. Employee engagement, which is a byproduct of leadership, is enhanced by the leader's close relationship with employees (Lowe, 2012). Worker participation plays a major role in ensuring job commitment and satisfaction (Nicholas & Erakovich, 2013). Successful management provides insight and guidance for the growth and development of the workforce (Souba, 2011). Leadership ability to communicate is a basis for the employee's participation in efficient cooperation.

In conclusion, the standards of the Kingdom of Saudi Arabia 2030 vision have a beneficial effect on the mechanism of dealing with change management processes, as the Kingdom of Saudi Arabia is undergoing a phase of transformation in all regions. One of the most important developments and improvements in the decision-making process is to improve and develop procedures for all parties in order to reach their time and to provide and complete the required reform for Vision 2030 in an excellent manner. However, this development creates challenges for managers and those responsible for growth and transformation processes and leaders, especially since the lack of any improvement project may have dire consequences, such as financial resources, money and time. Success in all change efforts in the company is focused largely on filing management, consultants, and staff.

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