

OVERVIEW

This thesis aims to build a framework that can be retained by Bahrain to adapt key financial measures being introduced by government organizations using change management during the implementation of the Fiscal Balance Program.

PROBLEM

Bahrain continuous economic non-oil growth was not met with a similar trend of non-oil revenues fiscal growth, government spending has increased steadily and rapidly to accommodate the economic growth. Hence, there was a clear issue and anticipated roadblocks that could jeopardize the smooth implementation of its economic and fiscal goals

Therefore there was a strong requirement for increase efficiency in the costs and effectiveness in the production of services

METHODOLOGY

A qualitative research design is used in this thesis to answer the research question of the study. The focus of quantitative research design will be to gather and analyse information through a series of in-depth interviews based on interactive social science approach as well as information gathered from government organizations

FINDINGS


Participants of the study have identified 16 separate tactics and initiatives to managing cutbacks, clustered into 2 major themes: management and strategic themes and specific practices.

After looking into the matrix and tying the key principles of the literature review with the tactics and initiatives of the findings, it is clear to say that the missing principles are all related to change management processes within a government organization.

RECOMMENDATIONS

A suggested change management framework that works For Bahrain was suggested, the better roll out the best practices gathered from the findings and as explored in the finding, change management is a key practice to implement the initiatives and tactics required for cutbacks.

Focus area



What framework can we retain for Bahrain to adapt key financial measures being introduced by government organizations using change management during the implementation of the Fiscal Balance Program

01

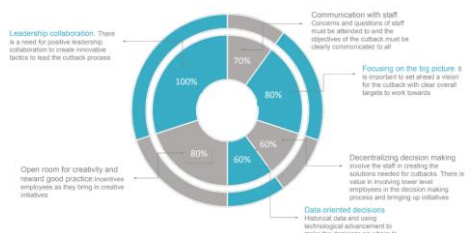
Sub-Research Question

What was perceived by the financial managers as an original and effective initiative to address the cutbacks


02

Sub-Research Question


According to the participants, what characteristics of Koller's change management model would impact the effectiveness of the initiatives



External Framework - Across Government




Internal Framework - Within each government organization




Communicate

Weekly updates meeting to be set up with the upper management of the organization as well as monthly seminars in regards to the progress of the tactics



Responsibility

Assign an owner for each tactic and initiative within the organization (a director or a department head) for easier tracking and involvement



Follow-Up

Understand and report to the finance committee all the difficulties that arose or could arise during the change management process or the