

- 1) Highlight the progressional need of the accelerated development as it would relate to the individual that are part of the progress.
- 2) Enlighten employees on career development and show the significance and benefits of having accelerated developments. This can be done by hiring external consultants to provide consultancy services or through the human resources department appoint an human resources officer to assist troubled employees to understand the organization need for accelerated development
- 3) The organization can perform a managerial needs basement program to determine the pitfall of employees, line supervisors and managers due to accelerated development. The information collected could then be used to develop and enhance the overall employee skills with regards to the accelerated changes. Thereby creating a sense of clear objectives, definitions, functions and competency levels as related to accelerated management development.
- 4) The organization can coach and mentor the changes by either hiring someone externally or provide someone with the adequate knowledge of the accelerated development from inside the organization. To share insights and lesson from their past experiences so as to inspire and build trust in the venture. The coaching can also provide the employee with additional reliable feed back to best improve their acceptance and adaptability to such circumstances. However coaching and mentoring can lead to substantial changes in the existing corporate culture.
- 5) The organization can host in house seminars and short courses tailored to an organization specific needs outlining the goals of an accelerated management development, its benefits, to organisation, corporate culture and internal networking.
- 6) Integrate into the training and development programs materials about possible impacts or implications of various attitudes during periods of accelerated management so as to mitigate any negative perceptions on the part of the employee concerns.
- 7) Ensure managers understand what is expected of them, in agreement of the objectives against their performance that will be measured along with their level of competence of their roles play during accelerated development.