

Organization Change Theory And Practice

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John Kotter is a leading authority in the change management industry. His theory of change management is specifically tailored for change management and organizational change. It has eight steps: Create a sense of urgency; Build a guiding coalition; Form a strategic vision and initiatives; Enlist a volunteer army; Enable action by removing barriers

These are the 3 Best Theories of Change Management
9 The role of leadership in change management 167 10 Po wer, politics and stakeholder management 190 11 Communica ting change 212 12 Motiv ating others to change 233 13 Supporting others thr ough change 255 V Pla nning and preparing for change 271 14 Shaping implementa tion strategies 279 15 Dev eloping a change plan 297

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Four-Stage Theory of Organizational Change Another more modern theory of organizational change is called stage theory. It is also similar to Lewin's theory, but it involves four steps rather than three. It also incorporates Rogers's diffusion of innovations within each stage.

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P Change management is the process of making changes in a deliberate, planned, and systematic manner. P Change management uses theories, models, methods and techniques, tools, and skills. P Knowledge of change management is drawn from numerous disciplines (e.g., psychology, business management, economics, engineering, organizational behavior).

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