



The Three Phases of the Change Management Process

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GRIN Verlag GmbH Jul 2013, 2013. Taschenbuch. Book Condition: Neu. 211x148x5 mm. This item is printed on demand - Print on Demand Neuware - Seminar paper from the year 2013 in the subject Business economics - Business Management, Corporate Governance, printed single-sided, grade: 2,3, University of Applied Sciences Riedlingen, course: Organizational Culture and Change Management, language: English, abstract: If you always do - What you always did You will always get - What you always got (Lincoln)1. Introduction of Change Management 1.1 TargetMost of the change management processes break down while only thirty percent of the change management processes are successful. This quotation defines the current problem or better to say the difficulties of organizations in realizing a successful change management nowadays. Thus, it is very important that the organizations create change (they) can believe in like Barack Obama carried out with his numerous successful changes, such as the rapid end to war in Iraq, the decrease in energy dependence and the setting up of universal health care. Seen from a business context, the critical factors and success factors in a change management process will be analyzed on the basis of a fictitious example, the Paradise Hotel in London which...



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For the change management methodology process, success comes in managing the three main phases of that process: preparation, management and reinforcement. Skipping anyone of these phases can cause disaster in the organization. Learn about these three necessary processes and what you must do during each section of change. The whole change management process will be built upon this plan. The company needs to be assessed to figure out why the change is necessary and how it will affect the organization. Then a strategy needs to be developed to prepare for the intended change. Next, the implementation phase begins. This involves plenty of communication with staff, stakeholders and clients. Change is inevitable in life, and it is simply the process of transformation. At any one point in life, you must experience some change. Likewise, business environments experience change, either in small ways, or in big ways such as acquisitions. The phases include: Table of Contents. 1) Denial stage " Stage 1 of Change management. Out of the four stages of change management, resistance stage is the second and very critical, as it is the stage where the productivity, morale, and competency of the employees decline. As a manager, you should know at this stage your employees have accepted the change but they are now rejecting it. Employees actively know that they don't want this change to happen as a result of which they will try to switch back to the old ways of working things. Organizations that implement these change management process steps are more likely to successfully manage the challenges of growth and change. These guidelines help stakeholders understand the current state of the business, and what they need to do to facilitate change in the future. After all, we design business and strategic plans to take us forward and improve our current situation. By definition, any plan is a call for change. AchieveIt gives leaders the power to develop, monitor, report and execute strategic business plans. Whether you're in the plan creation, implementation or execution phase; AchieveIt can help create change, hold people accountable, and track the success of your change initiatives. Request a demo today. Change management (sometimes abbreviated as CM) is a collective term for all approaches to prepare, support, and help individuals, teams, and organizations in making organizational change. Drivers of change may include the ongoing evolution of technology, internal reviews of processes, crisis response, customer demand changes, competitive pressure, acquisitions and mergers, and organizational restructuring. It includes methods that redirect or redefine the use of resources, business process, budget The five phases of the change management process Now we've introduced the change management process, its main subcomponents and team structures, let's turn our attention towards a more in-depth look at each of the phases. We'll start with Figure 4, which summarizes each of the five phases (define, assess, design, implement and embed) by showing the various aspects covered under each phase. FIGURE 4: Five Phases of the Change Management Process. Figure 4. By using the change management process and associated templates recommended in this guide, you will find interruptions to your organization's operations can be significantly minimized. Scoping the future. What type of change are you looking at?

Change management is an IT service management discipline. The objective of change management in this context is to ensure that standardized methods and procedures are used for efficient and prompt handling of all changes to control IT infrastructure, in order to minimize the number and impact of any related incidents upon service. Changes in the IT infrastructure may arise reactively in response to problems or externally imposed requirements, e.g. legislative changes, or proactively from seeking The change management process includes: Preparing the organization for change, planning, implementation, embedding the change, and review & analysis. They raise awareness of the various challenges or problems facing the organization that are acting as forces of change and generating dissatisfaction with the status quo. Gaining this initial buy-in from employees who will help implement the change can remove friction and resistance later on. 2. Craft a Vision and Plan for Change. Prepare for organizational change with an explanation of 8 essential elements to include in your change management efforts. This cookie is a part of the services provided by Cloudflare - Including load-balancing, deliverance of website content and serving DNS connection for website operators. Session. HTTP. CookieConsent [x17]. Cookiebot. Stores the user's cookie consent state for the current domain. 1 year. Managing change involves developing change management plans, taking action, and implementing plans. Phase 3. Reinforcing change involves collecting and analyzing feedback, diagnosing gaps, managing resistance, implementing corrective actions, and celebrating successes. Other sets by this creator. Inspections. 13 terms. Jonathan_Duncan4PLUS. Quick Questions. 15 terms.