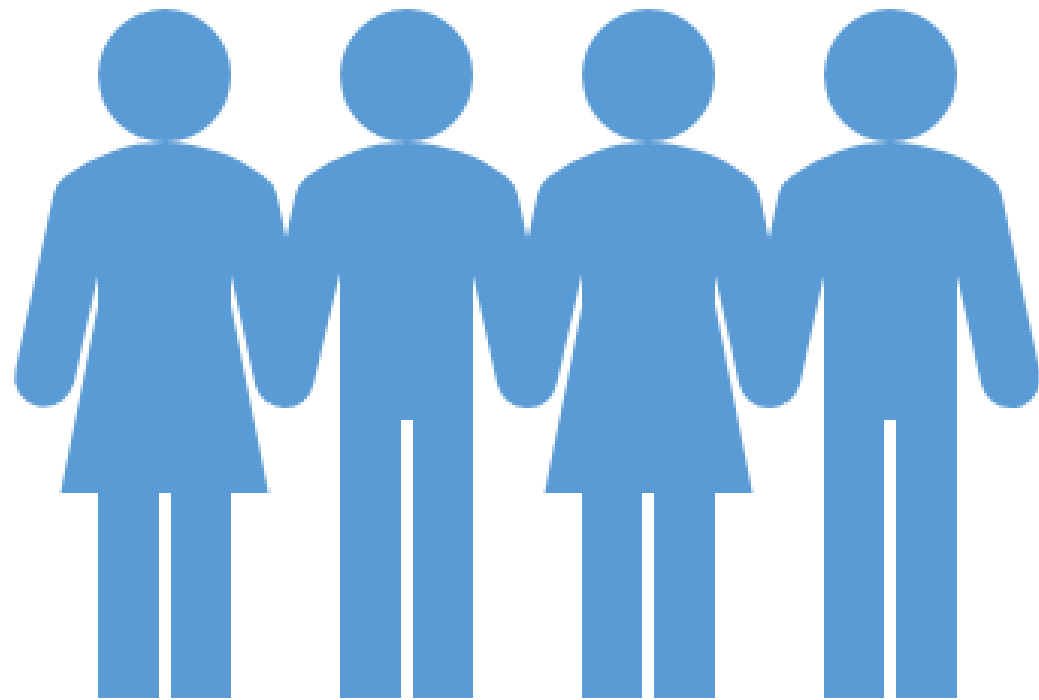




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Institutional Affiliation

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ORGANIZATIONAL CHANGE

Introduction

- *In today's fast-paced world, it's more important than ever to study how organizations can adapt to their surroundings via transformation and change management.*
- *Using models and processes for managing change is associated with successful implementation of innovative initiatives in high-risk environments.*
- *A company's or organization's choice to change its method of doing business—including its rules, procedures, and structures—is the subject of organizational change research. The structure of an organization might change for a variety of external and internal reasons.*
- *It is essential to have a firm grasp of the most influential management paradigms and how to implement them.(Yi, Gu and Wei, 2017).*



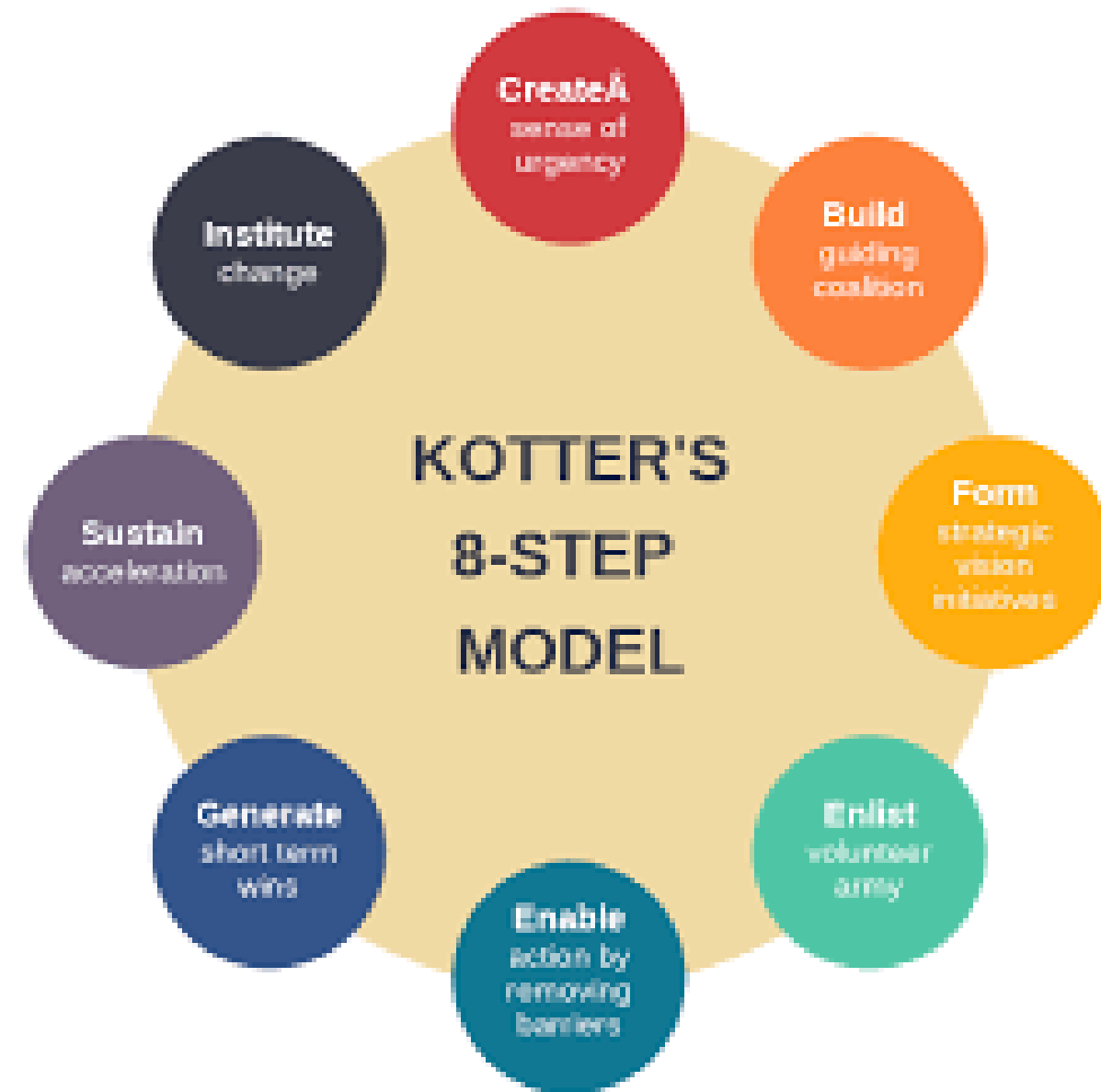
Key Change Management Models

- *Kotter's model*
- *Lewin's change management model*
- *Bridges transition model*
- *ADKAR change management model*
- *The McKinsey 7-S model*
(Bugubayeva, Sansyzbayevna and Teczke, 2017).

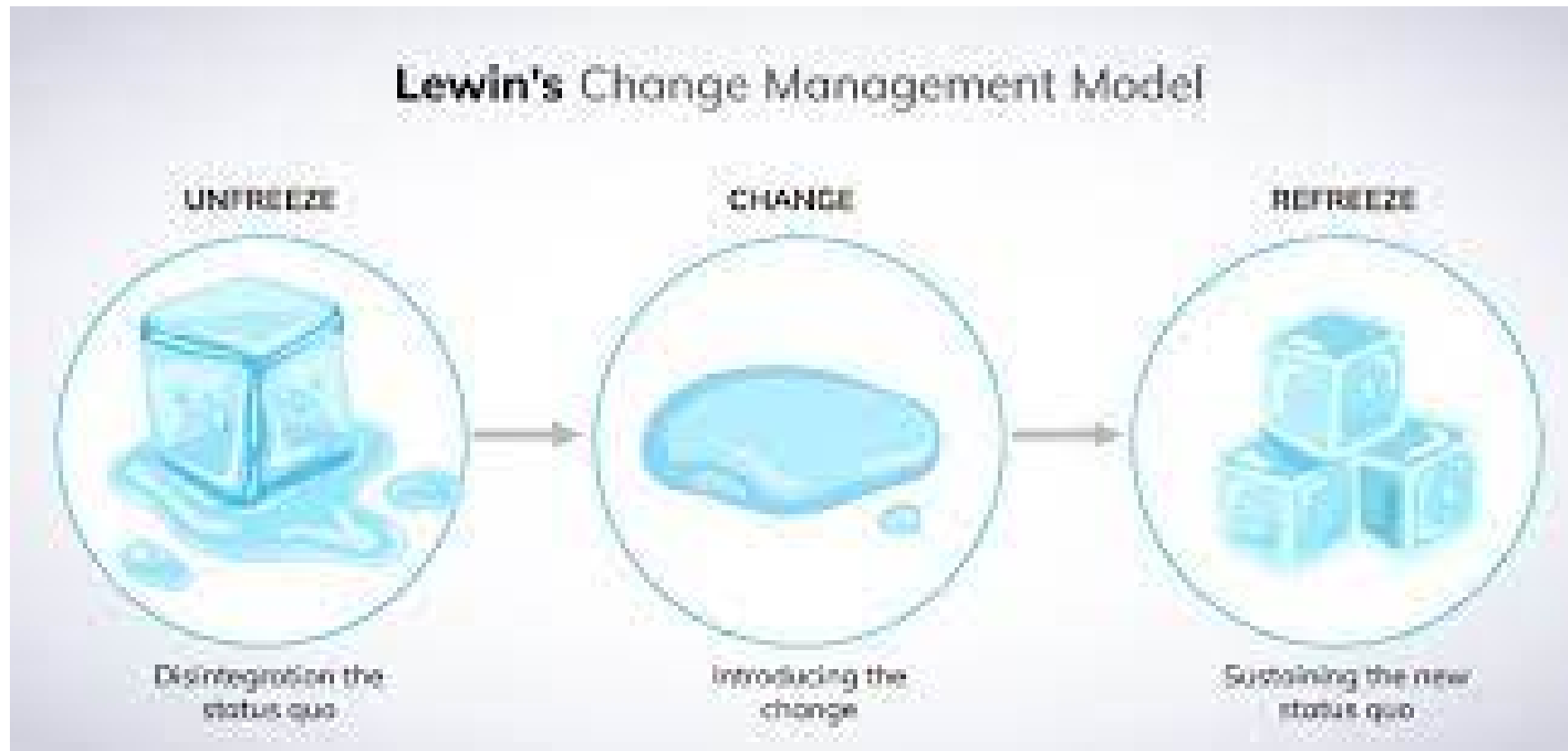


Kotter's model of organizational change

- *There are eight steps in this strategy, and each one is concerned with how workers will react to the new circumstances.*
- ***Increase determination** – It's possible that instilling a feeling of determination in staff*
- ***Build the team** – To successfully implement change inside the business, organization must assemble a team with the correct mix of expertise and personality traits.*
- ***Get the vision correct** – Think of the workers' imaginative potential, their feelings, and the project's overall goals, not simply the approach.*
- ***Communicate** – Maintain open lines of communication and keep individuals apprised of the progress being made.*
- ***Get things moving** – Constructively gather comments, eliminate obstacles, and get help.*
- ***Focus on short-term goals** – Don't get too caught up with the outcome.*
- ***Incorporate change** – Establish a culture of change in the workplace and ensure that it is supported by upper management.*
- ***Don't give up** – Nothing is ever easy, and it takes time for things to change (Pollack and Pollack, 2014).*



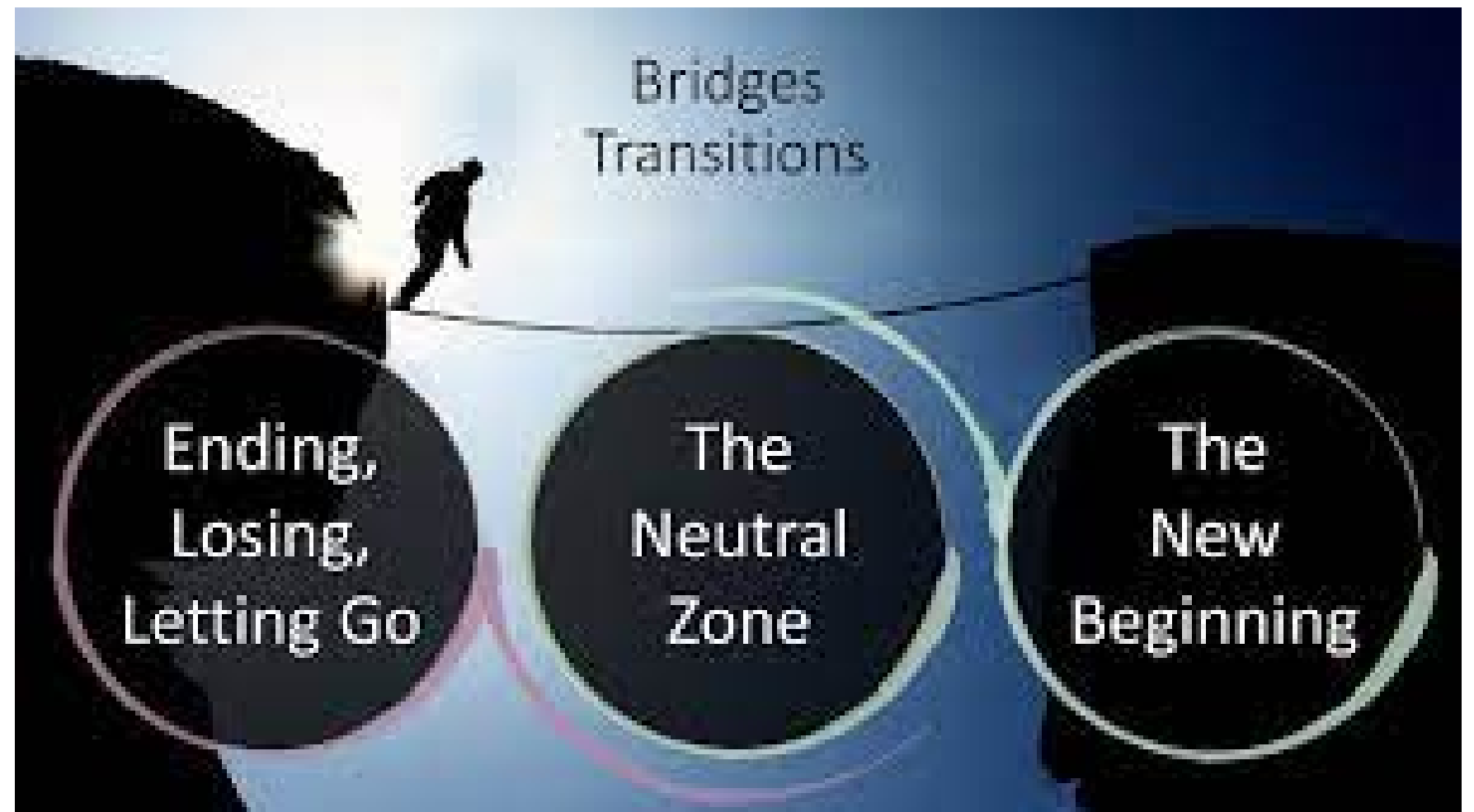
Lewin's change management model



- **Unfreeze:** *Lewin's first stage focuses on controlling how people in the organization feel about the approaching change.*
- **Change:** *Modifications are done at this stage. A flexible and responsive plan that incorporates worker feedback is crucial at this stage of the transition.*
- **Refreeze:** *Employees who have made it through the "transition" phase and are now "refreezing" have either achieved a state of stability or acceptance (Hussain et al., 2018).*

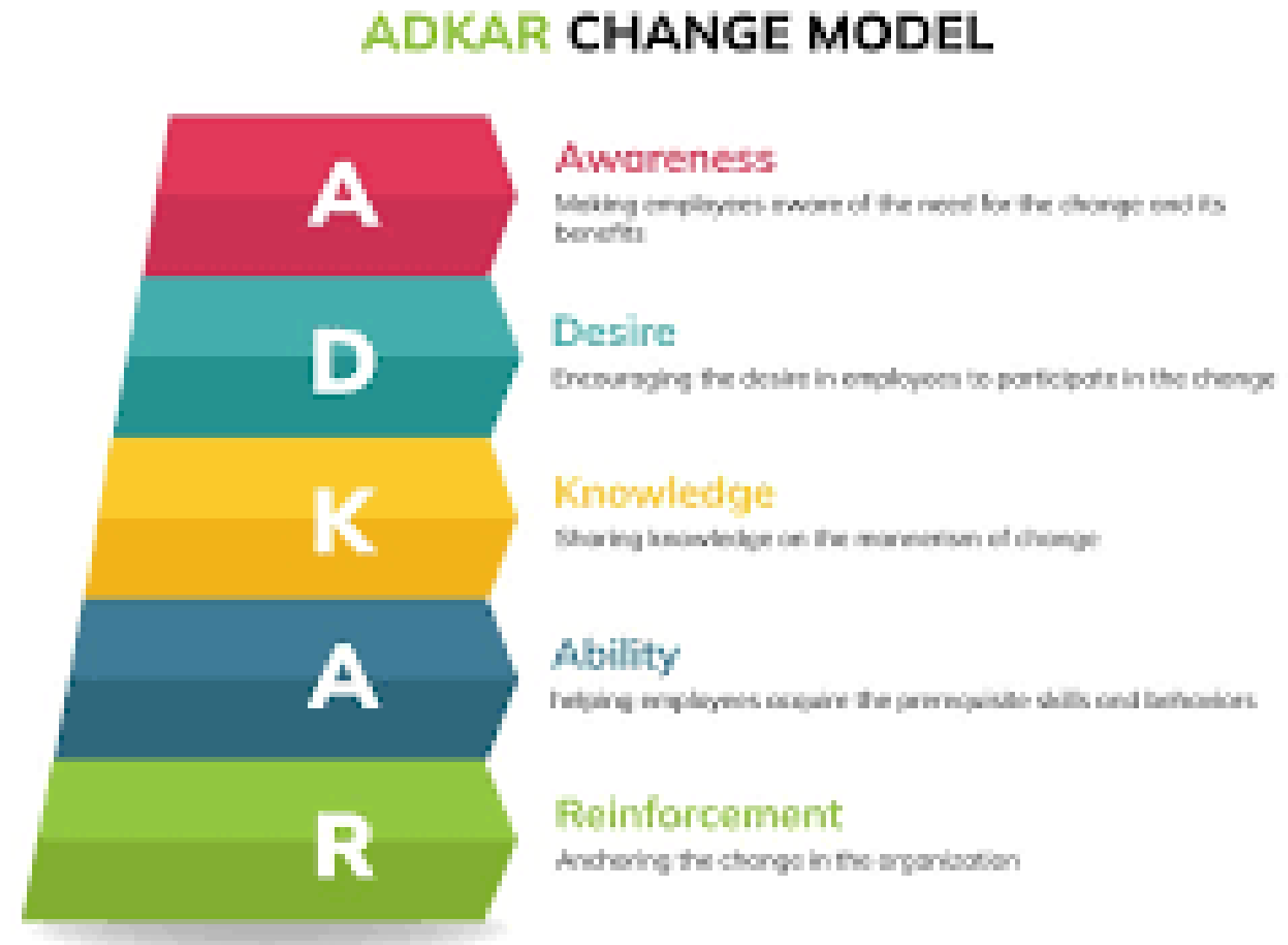
Bridges transition model

- *According to Bridges' transition model, people go through three distinct phases of change throughout any significant personal or psychological transformation :*
 - ***Ending-** The first step in the process of change is when people accept the sacrifices they must make.*
 - ***Neutral Zone-** The next step in the transformation process is achieving a neutral state of being after letting go. There will be a transitional phase if there is a break in consistency between both the old and the new.*
 - ***New beginnings-** Beginnings involve new considerations, principles and approaches(Leybourne, 2016).*



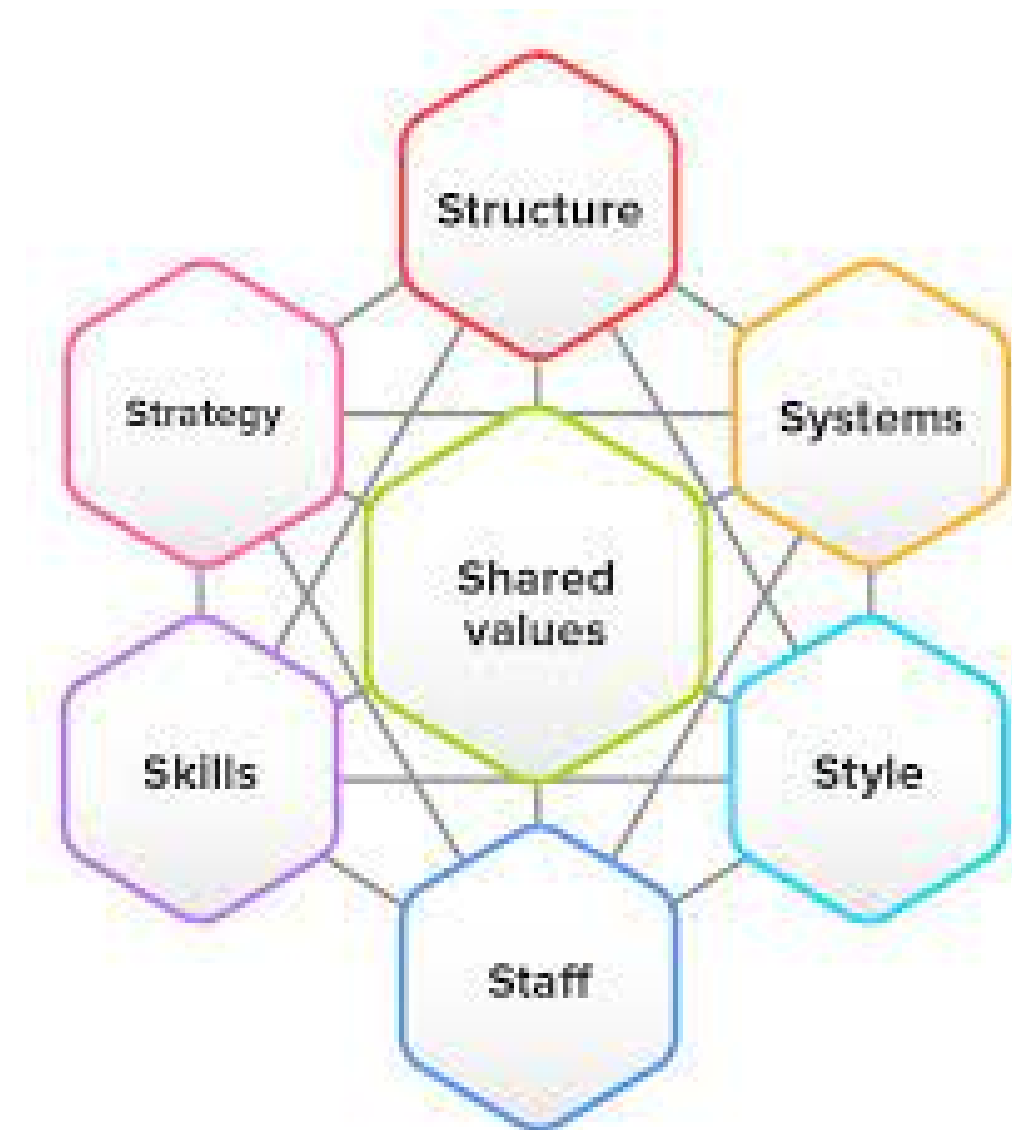
ADKAR change management model

- ***Awareness:*** Workers need to not just learn the rationale for the change but also accept it as valid.
- ***Desire:*** Employees may be able to see the logic behind a change, but it doesn't imply they're on board with it. They have to want to make the shift in order to really do so.
- ***Knowledge:*** When it comes to the ADKAR Model, "knowledge" is mostly about education and training.
- ***Ability:*** People's ability and willingness to achieve anything is directly related to their belief in their own abilities.
- ***Reinforce the change:*** It is essential to keep reinforcing changes even after they have been made, whether it be via the implementation of new processes, the introduction of new software, or the adoption of a new organizational structure (ANGTYAN, 2019).



The McKinsey 7-S model

- *In order to successfully implement change, the McKinsey 7-S Model highlights seven interdependent aspects of an organization:*
 - *Structure*
 - *Strategy*
 - *Staff,*
 - *Style*
 - *Systems*
 - *Shared Values*
 - *and Skills (Demir and Kocaoglu, 2019).*



Importance of change Models

- *Companies may examine the various change management approaches to discover how to execute change effectively.*
- *They can pave the way for a more refined approach to managing transitions.*
- *When trying to win over sceptical workers and stakeholders, a reliable change management strategy may be invaluable.*
- *As an alternative to starting from scratch each time a company makes a new change, this method provides a streamlined process for doing so (Thammatucharee, 2020).*



How does Key management models Work

- *Some possible applications of change management in project management, software engineering, and information technology infrastructure are as follows.*
 - *Any request for a modification to a project requires careful consideration of how that modification can affect other aspects of the project, which is where change management comes in.*
 - *To keep software development projects on track, CIOs and developers alike may benefit from change management methods and technologies.*
 - *When it comes to the IT department's physical infrastructure, change management solutions are also employed to keep tabs on any and all alterations (Zhao, 2021).*



Popular change management tools

- *Officers in charge of change management may benefit from the use of both digital and non-digital change management technologies in their quest to gather information, evaluate it, plan for.*
- *Typical small business tools may include Excel spreadsheets, Gantt charts, and flowcharts.*
- *Software suites are often used in larger businesses to digitally record change logs and give shareholders with an unified, complete picture of change and its impacts (Raja, 2016).*



Change Management Software Applications



- *Shift Gears (Serviceaide). Upkeep of DevOps and ITIL technologies, as well as organizational roles, need a well-oiled change management system of change management.*
- *Scout Alteration (Deloitte). Application for managing structural changes in the cloud; may be used for both large and small adjustments.*
- *eChange Manager (Giva). A cloud-based, standalone IT change management application.*
- *Newly given assistance (Fresh works). An ITIL-based online change management system with flexible workflow configuration and game-like elements.*
- *Modify Strategic Management 9 (BMC Software). Managers may get help with IT Infrastructure Library (ITIL) and Control Objectives for Information and Associated Technologies (COBIT) compliance by using this tool (Raja, 2016).*

Overcoming resistance to change

- *Learn who stands to gain from the change and how they intend to achieve it.*
- *Take into account the problems experienced by others and try to find answers.*
- *Do not try to force agreement by silencing critics; rather, take the time to develop consensus.*
- *The key is to see criticism as a waypoint rather than a roadblock (Yilmaz and Kılıçoğlu, 2013).*



Conclusion

Concluded Points.

- *It is important to research organizational change and change management in light of the modern, rapidly evolving environment.*
- *Kotter's model of organisational change, Lewin's change management model, the Bridges transition model, the ADKAR change management model, and the McKinsey 7-S model are among the most often used management models.*
- *These foundational models facilitate the use of the framework's ideas and instruments in concrete business contexts.*
- *Studying the different change management models may help businesses understand how to handle a change project effectively.*

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