

Models of Change in Organizations

Introduction

“It is not the strongest species that survives, nor the most intelligent, but the most responsive to change”. - Charles Darwin

The only constant in this world is change, even then the basic human instinct is how to avoid change and to continue with status quo. So the prime question today is how to motivate people to change and how efficiently to manage change. Over the past decade managing change has become one of the biggest organizational challenges for corporate America. The aim today is to build an organization that can quickly respond, innovate, and flex to change on an ongoing basis (*Debbie Read, 2007*).

To fulfill this aim of building an ever changing and ever evolving future proof organization we analyzed five theories of change and in this paper we will discuss how they can be implemented in the real world (*Knowledge @ Wharton, 2007*).

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Organizational Change – Businesses are fast changing and these changes vary from industry to industry. Technology is fast changing the space in which companies use to operate and building a future proof organization structure is the key priority today for any organization.

The Establishment of Intra-Organizational Networks – As organizations are growing bigger than ever before, the task of managing and synchronizing organizational

operations is coming under spotlight more than ever before.

Influencing politics – Influencing politics is referred to external factors which influence the change environment in the organization and these factors can't be determined by the organization. The best a company can do is managing them (*Valerie Iles and Kim Sutherland, 2004*).

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Generation of New Ideas and Different Proposals – Innovation is the key to future growth and companies which will prosper in future are the one which focus its most energy on research and development.

Theory of Training – Training helps people for future individual challenges, it also enhances employees motivation and prepare them for further change regarding decisions in the organization.

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The components of systematic training are as follows:

1. The identification and analysis of training needs.
2. The definition of training objectives.
3. The preparation of training plans.
4. The measurement and analysis of results.
5. The feedback of the results of validations and evaluations. So that training plans, programmes and techniques can be improved.

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