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constant in
today's
organizations.
Leaders,

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managers, and employees at all levels must understand both how to implement planned change and effectively handle unexpected change. The...

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who seek to
For
foster
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change include
Science
the extent to
which the
initiative is
modifiable to
fit with the
internal

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Change; the
amount of time
that is
allocated to
truly
institutionalize
change; the
ability of the
agents of change
to build short-
term success
deliberately
into their
implementation

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plan; whether or not the shared group experience of action for change is positive or negative and the degree to which agencies that are ...

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leading
authority in the
change
management
industry. His
theory of change
management is
specifically
tailored for
change
management and
organizational

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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

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more modern

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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
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tackling complex
organizational
challenges. Six
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P Change
management is
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Change Theory,
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Knowledge of
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