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A Brief About Change Management Models by Julia Roger

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There is a very popular proverb, especially in the corporate world, â€œChange is the only constant.â€• This means in the corporate world change is the only thing that keep going on and sarcastically people regard this as a constant. In many corporate sectors and offices there is a procedure called change management. To describe the change management and to understand better the same there were many people who invented Change management models. These models always help to understand better what change management is all about and how it helps the organization to grow. ADKAR is one of the change management models. This model is a very simple one and easy to understand. This is regarded as the goal-oriented management model. McKinsey, Lewin and Kotter are few others who also created change management models. Among these models, Kotterâ€™s change management model has eight steps.

Facilitating something is a tough task and is not everyoneâ€™s cup of tea. There are many good management people who can be a failure as a facilitator. Facilitation can come into picture for anything â€“ may it be a personal function or a meeting in your office. You need to be careful in facilitation an event as a small mistake can lead to a big issue. Facilitating is an art. For few people this art comes as an in-born talent and for some this art can be cultured. Those who want to nurture this art in themselves, books and training sessions proved to be helpful. There are many authors who have written good Facilitation books. These books help you understand the value and need of facilitation and also help you grooming yourself as a good facilitator. It is not at all true that these books will create magic in you unless you yourself are not ready mold yourself.

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Julia Roger - About Author:
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