Article Side

# Change Management & the Models Associated with It by Julia Roger

Article published on June 28th 2012 | Business

Change management can be defined as an organization process that helps in shifting individuals, organizations, and teams from the present state/position to some desired state in the near future for betterment. There will be definite change in business environment with the passing of time. This approach addresses business stakeholders to accept the change according to situation and circumstances.

To make change management successful, basic criteria need to be followed.

Benefits management as well as realization in order to define the aims of stakeholders, while creating a case study for achievements in business and then monitor risks, dependencies, assumptions, investment return, and other cultural investments.

Communication should be proper while informing stakeholders regarding change in business approach. Without proper communication, it can become real difficult to make stakeholders understand about the change or brief them about the happenings clearly. It is necessary to brief them about benefits, as well other positive facts about the new proposed business approach.

Proper educational training is necessary for employees as well stakeholders to upgrade according to the forthcoming business approach.

There will definite counter resistance from company employees. However, the right strategies need to be taken to make them move towards the correct direction.

If required, it is will be better to provide each employee with personal counseling. It can be helpful in alleviating those sudden fears of change.

Fine-tuning as well strict monitoring of change that has taken place.

There are different Change management models available presently. Each of these models has been prepared by some notable management gurus. Some of the most popular models are McKinseyâ€™s 7S, ADKAR, Kotterâ€™s 8S, and Lewinâ€™s 3S.

There are plenty of good Facilitation books available in the market. These books definitely has all the necessary models beings included. One can also search online to know about details of these models.

Article Source:
http://www.articleside.com/business-articles/change-management-the-models-associated-with-it.htm - Article Side

Julia Roger - About Author:
For more information on a Change management models, check out the info available online; these will help you learn to find the a Facilitation books!

Article Keywords:
Change management models, Facilitation books

You can find more free articles on Article Side. Sign up today and share your knowledge to the community! It is completely FREE!