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How to Choose Change Management Models by Julia Roger

Article published on May 11th 2012 | Business

One of the most important parts of the change process of your business is to choose change management model. A right business model will make the overall business transition easy and smooth whereas a wrong one may lead to conflicts between your businesses. It is important to consider the requirements of your company and other people involved in the complete management. The best Change management models are the one that can be tailored according to your requirements and address the concerns of all the individuals involved in the process.

Change management models provide set of rules and techniques that must be followed for proper execution of a change in your organization. Every company has a particular set of requirements and there are different models available to suit these requirements. The first step in identifying the perfect model for your company is to look out for your requirements and find out the basic needs of the company.

You need to consider your human resources at first and what type of changes are you planning to implement in your organization. It is best to present the ideas of the changes to everyone and find out their reactions towards these changes. If there is not much resistance from the employees then you can go ahead with the implementation part of the model as described in Facilitation books. However, on the other side, if there is strong resistance then it is best to choose a model that works on preparation of the change. Another approach mentioned in Facilitation books is to consider you changes first and then choose a model that suits your requirements. There are different types of models based on your requirements and it is best to make well-educated choice while choosing them.

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Article Keywords:
Change management models, Facilitation books

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