

# Leading Organizational Change

## Unit 2



# Course Layout and Overview

Five Units

Unit 1: Introduction to Leadership and Organizational Change

**Unit 2: Change Management Models and Methods**

Unit 3: Organizational Failures in Change Management

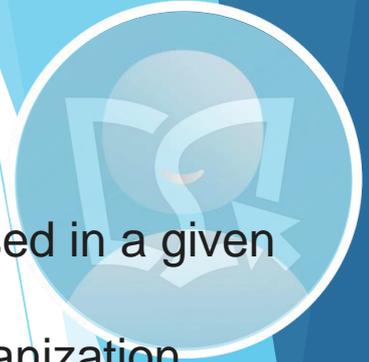
Unit 4: Talent Management and Facilitating Change

Unit 5: Recognizing What Changes Need to be Made



## Unit 2 Learning Outcomes

- Compare the various change models, theories and methods used in a given situation
- Determine which change model might work best in a given organization
- Analyze the change management framework in a given organization
- Outline the change management model in a given organization



# Why Are Learning Outcomes Important?

- Every learning outcomes ties back to course materials and content
- Assessments are tied to each learning outcome
- Test preparation

OBJECTIVES



# Unit Two Overview Topics

- Change models, theories, and methods
- How to determine which change model to choose
- Analyze the change management framework
- Outline the change management model



# Change Model Definitions

- Change management framework
- Kaizen
- Kotter's 8-Step Change Model
- Lean Six Sigma
- Lewin's Change Model



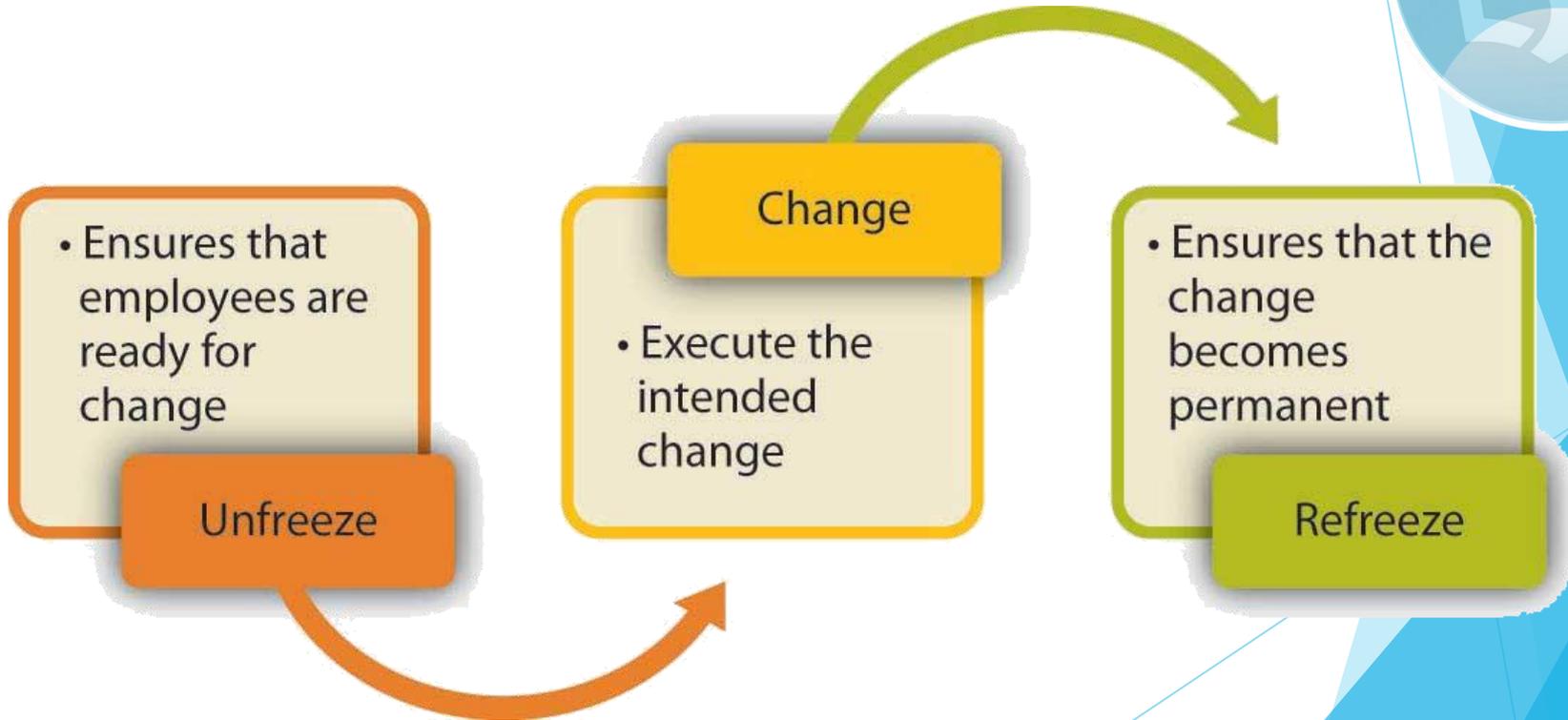


# Determine which change model might work best

- How do you know which change model to choose?
- What variables should you consider when choosing a change model?
- Can anyone help us to understand and create change?



# Lewin's Change Model



# Analyze change management framework

- What is a change management framework?
- How is it different than a change model?
- Example of using a change model and framework



# Outline the change management model

- Why do you need to outline how you will use a change model?
- Once you have an outline, you can review and list the steps
- Example: Kotter's 8-Step Change Model



# Kotter's 8-Step Change Model



## Conclusion - Unit 2

- Compare the various change models, theories and methods used in a given situation
- Determine which change model might work best in a given organization
- Analyze the change management framework in a given organization
- Outline the change management model in a given organization



# What's next?

- Unit 3: Organizational Failures in Change Management
  - We will review organizational failures

