

# [Next by keeping the urgency high this is](https://assignbuster.com/next-by-keeping-the-urgency-high-this-is/)

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Next we move onto a model of emergent change.

Comparing boththe models , in my opinion  the Kotterssteps of change emphasises on small changes adding up to a significant change. This allows more time for adaptation to the change an essential requirement fora successful workplace.                 Kotter 8 step process for leading change is a greatstarting point for developing organisational change strategy. The step one” Creating a sense of urgency” in order for people to have the level ofmotivation needed for that change to succeed, they must feel a sense ofurgency.

They need to know change is essential. Step two “ forming a powerfulguiding coalition” focus targets on creating small group of team leaders thatrepresent entire organisation and they should have expertise and influence tobring out the change. Step three “ Creating a vision” the vision and strategy ofchange should be well focussed, realistic, attainable and easily communicatedto others.

The fourth step “ Communicate the vision” aims to encourage adialogue that is clear and simple to be understood by everyone in theorganisation and it should be clear. Step five “ Empowering others to act on thevision”. This step aims to determine all the hurdles (organisational structure, skillsets, cultural barrier and individual resistance) and work towards removingall barriers in advance.  “ Planning forand creating short-term wins” is the next step which aims to overcome shortterm change on the way to overcome resistance and build momentum for the longerrun. Step seven “ Consolidating improvements and producing still more change” isa step that resists change to re-emerge later in the process. The intention isto continue to move the change forward by keeping the urgency high This isachieved by encouraging employee, greater focus on the strategic vision byleadership.

The final step “ institutionalising new approaches”. This means makethe changes last and make it as a norm in the organisation. New employeesshould see change as part of the culture. Heling, W. J.(2017,. 12) and Selwyn. S.(2011,. 13)