

Next by keeping the
urgency high this is

[Business](#), [Strategy](#)



Next we move onto a model of emergent change.

Comparing both the models, in my opinion the Kotter's steps of change emphasises on small changes adding up to a significant change. This allows more time for adaptation to the change an essential requirement for a successful workplace. Kotter 8 step process for leading change is a great starting point for developing organisational change strategy. The step one "Creating a sense of urgency" in order for people to have the level of motivation needed for that change to succeed, they must feel a sense of urgency.

They need to know change is essential. Step two "forming a powerful guiding coalition" focus targets on creating small group of team leaders that represent entire organisation and they should have expertise and influence to bring out the change. Step three "Creating a vision" the vision and strategy of change should be well focussed, realistic, attainable and easily communicated to others.

The fourth step "Communicate the vision" aims to encourage a dialogue that is clear and simple to be understood by everyone in the organisation and it should be clear. Step five "Empowering others to act on the vision". This step aims to determine all the hurdles (organisational structure, skillsets, cultural barrier and individual resistance) and work towards removing all barriers in advance. "Planning for and creating short-term wins" is the next step which aims to overcome short term change on the way to overcome resistance and build momentum for the long run. Step seven "Consolidating improvements and producing still more change" is a step that resists change

to re-emerge later in the process. The intention is to continue to move the change forward by keeping the urgency high. This is achieved by encouraging employee, greater focus on the strategic vision by leadership.

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