

Tools of organizational change

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Tools of Organizational Change Tools of Organizational Change One of the tools that a leader can use in leading an organizational change is the three components of organizational change. When using this tool, a leader could seek to address three key components of organizational change, which are leadership, communication and engagement as well as internalization. Leadership requires that the leader demonstrate the importance of the change to his staff and involves leading by example while appreciating each of the workers' efforts. Additionally, a leader could demonstrate to his workers that the change will have a positive impact on staff morale (Lewis, 2011).

A leader could further ensure that there is effective communication and engagement within the organization when implementing an organizational change. In order to achieve this, the leader could ensure that workers are not only aware of required changes that are happening but also understand them. A leader could further seek to engage workers in the formulation and implementation of an organizational change as this creates a positive attitude among workers (Lewis, 2011).

The third component that a leader could use involves internalization of the change. This refers to the actual implementation of the change. Depending on the nature of the change, a leader could choose the appropriate channel for internalization of the change by the workers. These channels include seminars and departmental meetings. During internalization, workers review the proposed change and analyze how better it is than the old practices. This helps workers to realize the benefits of the change and propel them to work within the set rules of the proposed change (Lewis, 2011).

References

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Lewis, K. (2011). *Organizational change: Creating change through strategic communication*. Chichester, PA: Wiley-Blackwell.