

Change management in business

Business, Management



Their main argument is that different people respond differently to similar actions of the management. For instance, what motivates one employee does not necessarily motivate the other. Therefore, Aiken and Keller suggest that managers should allow employees to become part of the change and be exemplary in leading change within the organization. In my own opinion, Aiken and Keller (2003) provide a more reasonable approach to change management. Lawson and Price (2003)'s conditions for change cannot be achieved if the employees are not given the chance to air their views. Change management theories recognize that organizational transformation takes place only when managers consider employee input. On this ground, it is recommendable that leaders within organizations get their employees on board while implementing change in their organization.