

Mgmt u5db

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RESEARCH PAPER MODULE Change Leaders: Roles and Responsibilities

Change management is the process which requires a great deal of attention and care by the management and personnel responsible for the process. Change management process, as a result, requires a responsible person to be relied upon. A change leader is assigned the responsibility to review and track the change management process and its overall efficiency. A change leader plays a vital role in designing and administering the strategy adopted for the change process. His role is to ensure the overall achievement of objectives set, while designing the change strategy (Ackerman-Anderson & Anderson, 2010).

Change leader is not only responsible for the financial success of the project but is also concerned with the allocation, management and integration of the human resources. Hence, change manager plays a role of, or shows certain traits of, a HR manager. In the capacity of a HR manager, the change process is handled in terms of appropriate human skills being gathered, training being provided properly to accommodate the change process, new systems, technologies and processes being appropriately incorporated in the business culture and employees being ready to adopt and accept the change project. For the purpose, the change leader or HR manager provides training courses, proper guidance on the viability of the project, explanation on the importance and benefits of the change to the employees and organization and a rationale to motivate employees on adapting to the change process. The assessment of the impact of a change project remains one of the most important responsibilities of a change leader. He is liable to account for any discrepancies that existed during the change process. He tracks and amends

the change strategy to avoid negative or unexpected outcomes by the end of the change project.

Reference

Ackerman-Anderson, L. S., & Anderson, D. (2010). *The change leaders roadmap: How to navigate your organizations transformation*. San Francisco, CA: Pfeiffer.