

Change Levels

Large change initiatives occur at three different levels. When creating change management strategy and plans, we as leaders need to identify strategies for moving people and processes through each level in order to mitigate resistance and failure points. Each level of change management increases in difficulty; thus, planning must begin well in advance of executing the change plan. When drafting a change management strategy, always consider the scale of the change in order to identify whom within the organization will be affected.

Individual Change Management	Individual change management, also called “people change management,” requires an understanding of how people experience change and the support they will need to adapt to the change successfully.
Initiative Change Management	Initiative change, also called “process change management,” typically involves large projects that will impact hundreds or thousands of people within an organization.
Enterprise-Wide Management	Enterprise change management involves a holistic change of an entire organization. Usually, this type of change occurs when an organization needs to create drastic competitive differentiation in order to effectively adapt to the ever-changing competitive landscape.



Review and Respond

A team of 20 people must use an iPhone app to submit their expense statements. Previously they used paper forms.

- Individual Process Change
- Initiative Process Change
- Enterprise-Wide Process Change

Three business units will be combined in order to gain efficiencies. Employee job duties will not change; however, two Managers will transition out of the department.

- Individual Process Change
- Individual People Change
- Initiative Process Change

A boutique marketing firm will add a new product offering designed to help their clients enhance social media presence. All 50 employees must learn several new skillsets and processes in order for the firm to remain competitive.

- Individual
- Initiative
- Enterprise-Wide

Custom Published Leading Change Participant Guide

Mgmt7201 M

Xiaolong Qi



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