

Management of change processes in a global world

Module 1, week 2 – Change Models

Task – The change curve

1)

Change is something that happens to all of us.

Think about changes that you went through, which were not purely positive. Maybe you had to move to a new city, or you didn't get the apprenticeship you wanted, and had to settle for a different one, or your school got changed from 9 years to 8 years in high school.

Discuss these change situations in your group. Agree on one example, and use the change curve to explain it. Shortly describe what happened in each of the five steps.

2)

Imagine being managers in a company, which faces a major restructuring. Teams and department will be split up and put together in new groups, some people will lose their jobs.

You know the change curve and you want to use it to support your employees in the best possible way during the change.

What can you do in each of the five steps to do so?

Please discuss, and then write down specific actions / methods you can use in each of the steps.

The final result should be a Word document with max. 2 pages. Please work together on the questions and hand in one document per group.