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Chapter 5

What Changes and What Doesn't?

Learning Objectives

On completion of this chapter you should be able to:

- Explain several different ways of categorizing different types of change.
- Identify practical implications of different types of change for the change manager.
- Understand the distinction between sustaining and disruptive innovation, and explain the practical implications of this distinction for change management.
- Assess the significance of organizational culture with regard to organizational performance and reputation, and the role of leaders as culture architects.
- Assess the potential impact of new digital technologies in general, and the potential organizational benefits of applications of social media in particular.

Chapter Summary

This chapter begins by introducing a range of concepts used to describe the nature of change, specifically (i) emergent change and planned change, (ii) incremental change and transformational change, and (iii) first-order, second-order and third-order change. Some implications flowing from these concepts and links to images of managing change are shown in the following table.

Implication for Change Manager	Image of Managing Change
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Managing Organisational Change And Development Manual

**Mike Alsop,Ed Griffin,Martin
Saville,Grahame Smith**



Managing Organisational Change And Development Manual:

Whispering the Techniques of Language: An Mental Quest through **Managing Organisational Change And Development Manual**

In a digitally-driven earth where displays reign great and quick communication drowns out the subtleties of language, the profound strategies and emotional nuances hidden within words often get unheard. However, nestled within the pages of **Managing Organisational Change And Development Manual** a captivating fictional value pulsing with fresh emotions, lies a fantastic quest waiting to be undertaken. Published by a talented wordsmith, that marvelous opus encourages viewers on an introspective trip, softly unraveling the veiled truths and profound impact resonating within the very fabric of each word. Within the psychological depths with this emotional review, we can embark upon a heartfelt exploration of the book is primary styles, dissect their captivating publishing fashion, and succumb to the powerful resonance it evokes deep within the recesses of readers hearts.

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