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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

Karin Nielsen-Saines



Managing Organisational Change And Development Manual:

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In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Managing Organisational Change And Development Manual**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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