

Study Guide to Go

Chapter 14: Managing Change and Conflict

Chapter Outlines

Change: Organizational and Individual Perspectives

Types of Organizational Change

Individual Reactions to Change

Overcoming Resistance to Change

Why Do Employees Resist Change?

Strategies for Overcoming Resistance to Change

Making Change Happen

Planned Change Through Organization Development (OD)

Unofficial and Informal Grassroots Change

Managing Conflict

Dealing with the Two Faces of Conflict

Conflict Triggers

Resolving Conflict

Glossary

anticipatory changes planned changes based on expected situations.

reactive changes changes made in response to unexpected situations.

incremental changes subsystem adjustments required to keep the organization on course.

strategic changes altering the overall shape or direction of the organization.

organization development (OD) planned change programs intended to help people and organizations function more effectively.

unfreezing neutralizing resistance by preparing people for change.

refreezing systematically following up a change program for lasting results.

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