

# 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.

# More Perfect Union Cengage Learning Study Guide

**Gale, Cengage Learning**



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