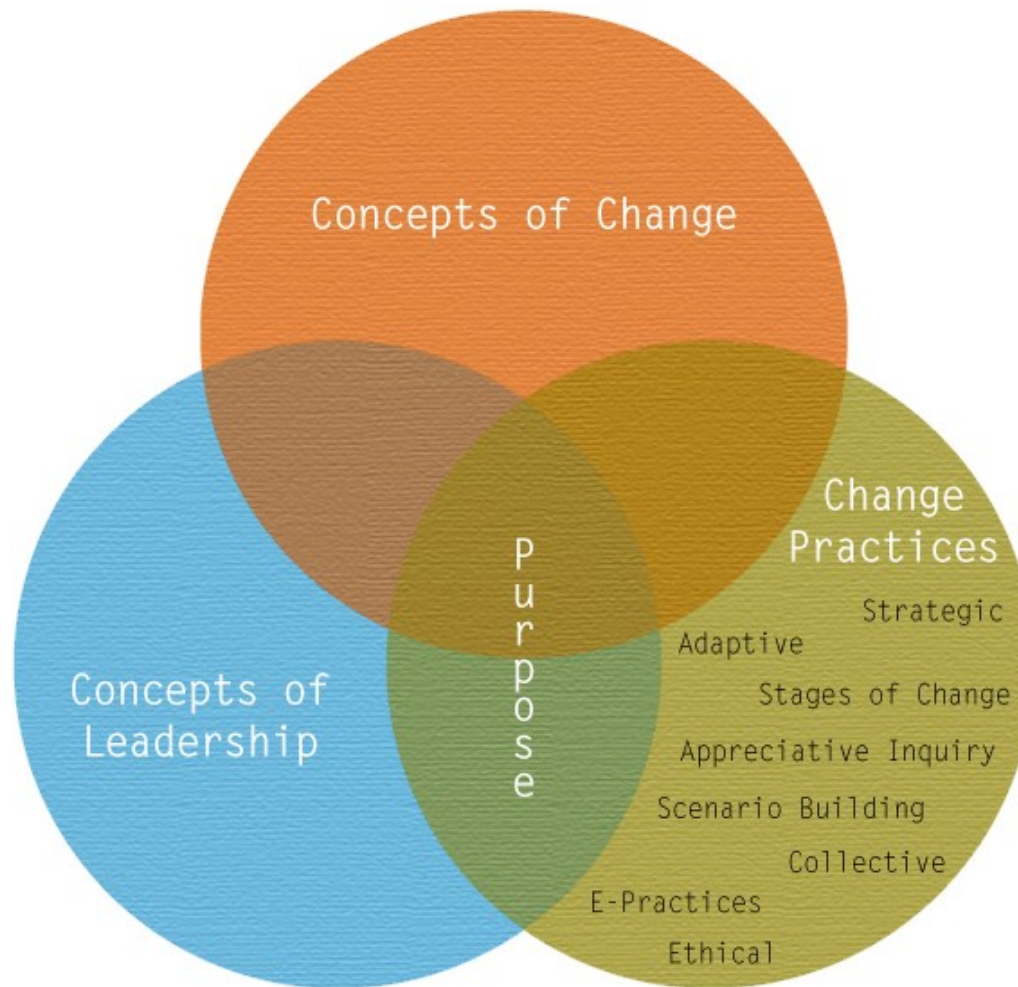


CHANGE PRACTICES



CHANGE PRACTICES

Strategic

Change practice where leaders adapt and change the patterns, aims, behaviors, and capabilities of an organization as a whole so that it thrives in an increasingly turbulent and competitive environment.

Adaptive

Change practice where organizations adapt and change in response to turbulent environments.

Stages of Change

Kurt Lewin's Stages of Praxis model that identifies 3 stages of change: 1) unfreezing, 2) change, 3) refreezing.

Appreciative Inquiry

An organizational change practice that focuses on aspects of the organizations that are working well (positive), rather than on negatives. It uses the "positive principle" to sustain momentum.

Scenario Building

A process that uses factual information and indicators of early trends to project alternative futures.

Collective

Change practice where organizations use talents and resources of all members, not a single leader or executive, to bring about change or generate creative and innovative solutions.

E-Practices

The practice of leading change in a virtual environment.

Ethical

Principles of right conduct or a system of moral values. Ethics requires leaders and followers to take into account the impact of their actions in relation to others.

Concepts of Leadership

Purpose

Concepts of Change

REFERENCES

Hickman, G. (2010). Leading change in multiple contexts. Thousand Oaks, CA: Sage Publications, Inc. ISBN: 9781412939089.

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