

## **CULTURE AND LEADERSHIP FOR KM**

### **ORGANIZATIONAL CHANGE**

Organizational change is a systematic and planned process carried in the organization to achieve the maximum benefits. Moreover, this approach is a top-driven one and the cooperation from the top management is the underlying cause for bringing change in the entire parts of the organization.

The changes that are brought because of the total organizational change process include change and learning, leadership behaviour, management system, processes and results. The changes can also be grouped into

- Change in people
- Change in culture
- Change in work
- Realization of value due to change

1. **Change in people:** The most important component of change is bringing learning in people. The existing way of operation has to be unlearned and new ways of learning have to be adopted. For this employee, who have difficulty in accepting change, top management has to communicate the real and critical need for changing and accepting a new situation. Training and mentoring become the key component here.

Moreover, the behaviour of the leader adds to quicker acceptance of change in the employees' mindset. The leader has to be approachable, communicative about positive aspects of change and act as a mentor, guiding force to be the champion of the change initiative.

2. **Change in work system:** The change in work system includes the level of autonomy, power, resource availability and support system for carrying our job duties. Moreover, the process that is carried needs to be changed for making it more efficient.

3. **Change in culture:** The change in culture includes the change in people's mindset where the level of acceptance is high and the leader act as a guide to be change initiatives. Besides, there needs to change in management.

systems and processes that include the way of doing jobs, reporting system and processes

**4.Realization of value:** The changes that are brought in learning, system and processes are to achieve the objective of change management project and the results are achieved when the systematic approach is carried.

**WEB LINK: 5 WAYS TO LEAD IN AN ERA OF CONSTANT CHANGE**

<https://www.youtube.com/watch?v=urntcMUJR9M>