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Congratulations on completing the first module. You're doing great. Let's review the key concepts. Change management theories help break down the complex process of change and bring structure, order, and logic to a seemingly overwhelming process. Each change management model offers something unique. Having your working knowledge of each theory will help you be much more prepared to explain the process of change to others, spot potential problems in the process, and be successful at preparing and executing a well-rounded plan for a leading organizational change and transformation. Change management models are often referred to by multiple names, which can be used interchangeably. In this course, you will hear me use alternative names that are used by change management professionals in the field. For example, Lewin's three stages model, also known as the planned approach to change. Pay attention to these alternatives as you discover new models. We covered two change management models in this module, Lewin's three stages model and McKinsey 7S framework. Lewin's theory explains the process of managing organizational change in a simple way by describing the three stages. The three stages are: unfreeze, change, and freeze. This model is best used when you begin planning for an upcoming change. It helps educate stakeholders on how to break down and understand that process of change at a high level. This model is broad enough and can be applied at any level and scope of change. You can apply it at an organization, team, and individual leader level. McKinsey 7S framework consists of the seven components of shared values, strategy, structure, systems, style, staff, and skills. Each of the components supports one another and together they work as a balanced system to ensure the success of a business. If the business is struggling, there's most likely a misalignment between two or more components of the framework. McKinsey 7S framework can be used to lead complex changes by providing insight into how a particular change will affect each component of the organization's internal ecosystem. By using this model, you will be able to quickly identify potential failure trigger points and imbalances. With the information from your analysis, you can then develop an action plan to course correct. This model can also be used as a diagnostics tool when something in the business performance seems off. In the next module, we will continue to expand on change management theories. Thanks for being with me today. I will see you in the next video.