

Change Management

F-cluster HAN Business Management Studies

Witek ten Hove

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Preface

These are the course notes to the Change Management workshops.

1 Introduction

Welcome to F-cluster Change Management.

#	Naam Competentie	Beschrijving Competentie	Beschrijving Niveau 2
1	Probleem herkennen en diagnosticeren	De startende BK-professional is in staat om problemen te herkennen en te diagnosticeren.	
2	Ontwerpen	De startende BK professional is in staat met een ontwerpteam te werken.	
3	Veranderen	De bedrijfskundige professional is in staat om (complicatie) te veranderen.	
4	Evalueren	De startende bedrijfskundige professional is in staat om te evalueren.	
5	Onderzoekend vermogen	De startende professional beargumenteert de keuze van een onderzoekend vermogen.	
6	Sociaal communicatieve vaardigheden	De startende BK professional kan zowel in de Nederlandse als in de Engelstalige omgeving communiceren.	
7	Schakelen en verbinden	De startende professional kan waardevolle (internationale) relaties opbouwen.	
8	Professionaliseren	De startende BK professional is in staat via de weg van de professionalisering te werken.	
9	Handelen vanuit waarden	De startende bedrijfskundige professional handelt vanuit waarden.	
Overkoepelend	Bedrijfskundig redeneren	De startende professional is in staat tot onderbouwd redeneren.	

2 Key principles

Kotter's 8 Steps



Based on the books and articles by John P. Kotter
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#	Short Name for Principle	Long Description of Principle
1	Diagnosis Step #1	Gathering facts to understand the need for change and pre-existing conditions
2	Diagnosis Step #2	Assessing the organization's readiness for change, including history with change
3	Evidence-Based Interventions	Choosing interventions based on diagnosis, expertise, stakeholder input, and resources
4	Change Leadership	Developing leadership skills at all levels to effectively guide and implement change
5	Clear Compelling Vision	Creating a distinct and motivating vision that signals a break from the past

#	Short Name for Principle	Long Description of Principle
6	Vision Communication	Communicating the vision across the organization in an understandable a
7	Employee Participation	Encouraging active involvement from employees to reduce resistance and i
8	Empower and Enable	Empowering employees by providing resources, training, and removing ob
9	Short-Term Wins	Identifying and celebrating early successes to build momentum for the cha
10	Monitor and Adjust	Regularly assessing and adjusting the change process to ensure it is on tra
11	Institutionalize Change	Embedding the change into the organization's culture and practices for la

3 Leadership

4 Summary

In summary, this book has no content whatsoever.