

1. Kurt Lewin

Three-Stage Model (Planned Approach to Organizational change)

Unfreeze/Change/Refreeze

During the Unfreeze stage, we have to shake things up and start breaking the status quo.
During the Change stage, people begin to develop new ways of doing things to resolve uncertainty.
During the Re-freeze stage, changes get institutionalized by being embedded into processes and procedures.

Lewin's theory helps us organize change in a manageable and easy-to-understand way.

3. McKinsey 7S Framework

The 7 Ss framework consists of the following elements: structure, strategy, systems, skills, style, staff, and shared values.

“Hard” components are strategy, structure, and systems. These are usually clearly defined and are easy to analyze. They are typically well-understood by the organization and leadership can influence them directly.

“Soft” elements are skills, styles, staff and shared values. These are often intangible and can be difficult to understand.

Together, they comprise the culture within an organization. Let’s define each individual element:

Strategy is your organization’s plan of how to gain and keep market share, and how to gain and maintain a competitive advantage

Structure explains how your business is organized in terms of hierarchy, how decisions are made, and who reports to whom

Systems are processes and that your organization relies upon to keep business going (software and hardware)

Shared values are the core beliefs and values that are at the heart of the culture of an organization

Style represents the leadership style adopted throughout the organization

Staff refers to the employees

Skills are employee skills and competencies

If something in your organization is not working, there is most likely a misalignment between two or more elements. 7S Framework helps identify where misalignment happens and what to do about it.

2. Kübler-Ross Five Stage Model

Stage 1. Denial

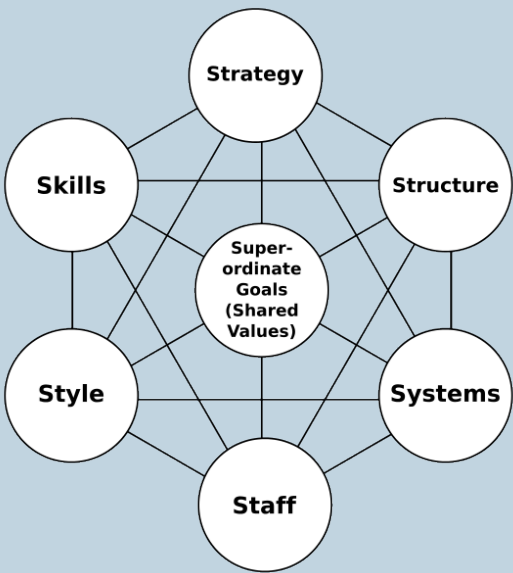
Stage 2. Anger

Stage 3. Bargaining

Stage 4. Depression

Stage 5. Acceptance

Every person moves through these stages at a different pace. Each unique change triggers a unique response and has a unique processing time.
The Five Stages of Grief model helps us understand how people process change in general, and allows us to guide leaders and employees alike through the process.



4. Kotter's 8 Step Model

John Kotter

Start with defining the Big Opportunity.

Step 1. Create a sense of urgency

Step 2. Build a powerful coalition

Step 3. Develop a strategic vision

Step 4. Enlist change advocates

Step 5. Enable action by removing obstacles

Step 6. Generate short-term wins

Step 7. Sustain change acceleration

Step 8. Institute change --

The model can be used for creating a change management plan for projects of any scope and complexity.

5. ADKAR

Jeff Hiatt

Awareness, Desire, Knowledge, Ability, Reinforcement

ADKAR is a powerful tool for helping leaders plan for the organization and the people dimension of change simultaneously. It provides a structure for making sure the change is successfully implemented by employees and sustained after the project is complete.

Awareness of the need to change, which is achieved through communication.

Desire represents a level of enthusiasm and willingness to engage with and support change. Typically, desire is supported through leadership sponsorship and change resistance management.

Knowledge answers a question of how to change. Knowledge is developed through proper training and/or coaching.

Ability is about implementing change at a required performance level. Ability is typically achieved through training, and practice over time.

Reinforcement of new behaviors is achieved through adoption rates evaluation, correction, and celebration of successful change. way.

6. Nudge Theory

Richard Thaler and Cass Sunstein

The theory explains that by using the power of suggestion and positive reinforcement, its possible to influence the environment in such a way that it supports the best decision making. Nudge theory addresses the people side of change management and offers a way to build an environment that supports engagement and change sustainability, and also empowers employees.

Three types of nudges:

ONE. Perception nudge

TWO. Motivation nudge

THREE. Ability nudge

Perception nudges focus on influencing the existing perceptions of the employees when looking at the actions their leadership is taking.

Motivation nudges focus on influencing the motivation of employees for embracing a particular change.

Ability nudge focuses on influencing the ability of employees by offering additional training and development opportunities.

7. Bridges' Transition Model

William Bridges

Ending of the current state

The neutral zone

The new beginning

The key to organizational resilience is to allow people time to transition before introducing a new change. Leaders who understand and protect employees’ internal psychological needs will be much more successful at leading and instituting change in organizations

Endings - is the stage when people realize what they are losing. This is typically accompanied by grief from the loss of co-workers, teams, workspace, or even daily routines.
The neutral zone is the stage between the old and the new. The old processes and roles are no longer applicable, but the new ones haven’t been fully formed and defined yet. This stage is the heart of the transition.

New beginnings is the stage when new processes become fully implemented. This stage is an opportunity for a leader to support employees by helping them to define a new identity, to understand their purpose, and to see how they contribute to the team and organization.