

# Why Change Organisations?

1. Organisation out of step with changing environment, eg stakeholders, markets, etc..
2. Emerging opportunities to enhance organisation's strategic intent, eg takeover, merger, alliance, acquisition, etc
3. Desire to strengthen core competencies, ie what the organisation does best
4. Opportunities to expand core competencies, ie diversify, etc
5. Need to handle next organisational phase, eg life-cycle approach, S-curve, sigmoid curve, second curve or curvilinear logic

Of the above reasons, the handling of the next organisational phase (life-cycle approach) is the least understood

(sources: Paul Saul, 1996; Charles Handy, 2002)