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Change management theory involves introducing new processes and procedures, but it's easy to neglect areas which require significant attention. There is so much to consider, from the psychological response of your team to external factors. Introducing change without some form of organizational theory design and change can result in devastation.

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Describe the relationship between organizational theory and organizational design and change. Differentiate between organizational structure and culture. Identify how managers can utilize organizational theory to design and change their organizations to increase organizational effectiveness.

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In the contingency theory on the organization, it states that there is no universal or one best way to manage an organization. Secondly, the organizational design and its subsystems must "fit" with the environment and lastly, effective organizations must not only have a proper "fit" with the environment, but also between its subsystems. 2.

Organizational theory - Wikipedia

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