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Understanding and Managing Change: A Leadership Perspective

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Understanding and Managing Change: A Leadership Perspective

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ABSTRACT

Change is the new normal in the contemporary life of a leader. The success of a change process depends on skills of individuals who not only lead, but manage. It is not sufficient to recognize the need for change or to have an idea of a specific change, a leader must become adept at breaking the change into manageable parts and be flexible enough to make changes to the change. Consequently, an understanding of planned change and emergent change is vital to leaders of change. This paper presents the different approaches to the change process from a historical and theoretical perspective, the difference between leading and managing change, the barriers to change from an organizational and individual perspective, issues faced by leaders and managers, and competencies for leading and managing change. A theoretical foundation coupled with a practical approach is the focus of the paper.