

Have you considered all aspects in your change plan?

We have found that there are eight aspects that you should cover in your action plan for a change. We have studied the recommended actions for change proposed by the major authors of change management literature. We found that the recommendations could be grouped in eight aspects irrespective of change strategy or school you intend to follow.

Our study covered 32 literature references, yielding 665 recommendation statements, which after careful review were concentrated to 233 prominent examples. Through analytic induction and peer validation, we arrived at eight groups of recommendations for action, which we coin aspects of change.

We are confident that these eight aspects should be considered when you develop a change action plan. The aspects to be covered are: Communication, Competences & training, Culture, Decision-making, Knowledge acquisition, Methods & tools, Organizing, Processes & plans.

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