

Changing Individuals

Watch the following video and then discuss the related questions that follow:

It Starts With One: Changing Individuals Changes Organizations—26:25 minutes <https://www.youtube.com/watch?v=1klZD0nKOF4>

- Do you agree that organization change begins with the individual not the organization? Why or why not?
- Which barrier discussed in the video resonated with your experience of change management the most?
- Discuss how the principles shared in the video might facilitate a successful change project.

- Discuss which models and principles you learned during the course relate to the approach offered in the video. Which is most similar?

Embed course material concepts, principles, and theories, which require supporting citations along with *two scholarly peer-reviewed references in supporting your answer*. Keep in mind that these scholarly references can be found in the Saudi Digital Library by conducting an advanced search specific to scholarly references.

You are required to reply to at least two peer discussion question post answers to the weekly discussion question. These peer replies need to be substantial and constructive in nature. They should add to

the content of the post and evaluate/analyze that answer. Normal course dialogue does not fulfill these two peer replies but is expected throughout the course. Answering all course questions is also required.

Directions:

- Discuss the concepts, principles, and theories from your textbook. Cite your textbooks and cite any other sources if appropriate.
- Your initial post should address all components of the question with a 500 word limit.

Textbook:

Cawsey, T. F., Deszca, G., & Ingols, C. (2016). Organizational change: An action-

oriented toolkit (3rd ed.). Thousand Oaks,
CA: Sage Publishing