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William Fiedler

on Thu, Aug 31 2017, 11:56 AM

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Attachments (1)

mba 6001 unit V essay.docx 86%

Word Count: 1,005 Attachment ID: 175196279

mba 6001 unit V essay.docx

Running Head:

1 CHANGE MODELS 1

2 CHANGE MODELS 6

3 THE CHANGE MODELS WILLIAM FIEDLER COLUMBIA SOUTHERN UNIVERSITY

2 THE STEPS OF CHANGE MODELS LEWIN'S MODEL OF CHANGE
UNFREEZING CHANGE CAN BE ACTUALIZED, AND IT SHOULD UNDERGO AN
UNFREEZING STRIDE THAT IS UNDERLYING. Many people usually do battle with
change, the main aim amid the stage of unfreezing is to create attention to how worthiness
current levels or conditions that are existing is acting as a barrier to the association. 4
PRACTICES THAT ARE OLD, CONSIDERING METHODS, STRUCTURES THAT
ARE HIERARCHICAL, PROCEDURES AND INDIVIDUALS SHOULD BE
ANALYZED TO ENLIGHTEN THE REPRESENTATIVES ON THE IMPORTANCE OF
AN ASSOCIATIONAL CHANGE IN MAKING AND MAINTAINING A CENTRE
THAT IS COMMERCIAL (AL-HADDAD & KOTNOUR, 2015). There is also a primary
importance of correspondence in the stage of unfreezing is to ensure that the representatives
gain education concerning the change that is not avoidable, its rationale and its benefit to every
worker.

Changing The population at large can begin to move since it is 'unfrozen.' The perception of
Lewin on change was that it is a process that involves moving of the association to a condition
that is new. The step of evolving which is referred in other terms as 'transition' is set by change
execution. At this point, the genuineness of change is very evident, and people try to struggle
with the reality that is new. It is usually challenging to overcome this stride since it has a lot of
trepidation and instability. People begin to take practices, methods, and procedures that are
new. When the process of change is being undertaken, workers should be notified on the
benefits of change on them and also its elite purpose after it has been actualized completely.

5 REFREEZING ALTHOUGH LEWIN REFERRED TO THE FINAL PHASE OF THE
MODEL OF CHANGE AS SOLIDIFYING, MANY PEOPLE REFER TO IT AS
REFREEZING TO ACT AS A SYMBOL OF SHOWING HARDENING,
STRENGTHENING AND SETTLING OF THE STATE THAT IS NEW AFTER THE
OCCURRENCE OF CHANGE. 2 PROGRESSIONS THAT ARE FORMED BY THE
OFFERINGS, OBJECTIVES, INDIVIDUALS OR PROCEDURES THAT ARE
HIERARCHICAL, ARE REFROZEN AND KNOWN AS BUSINESS OR STANDARDS

THAT ARE NEW. The venture of refreezing was seen as very important by Lewin in the sense that it would guarantee that people will not return to the methods they used to use of which are old for purposes of speculation.

2 KOTTER'S MODEL CREATE URGENCY – THIS SOUNDS A GREAT DEAL LIKE SURVIVAL UNEASINESS. STRUCTURE A POWERFUL COALITION – ENSURE YOU ARE BY ALL ACCOUNT NOT THE ONLY ONE PUSHING THE CHANGE. MAKE A VISION FOR CHANGE – BE SURE ABOUT WHAT THE FUTURE STATE LOOKS LIKE AND HOW IT WILL, AT LAST, ADVANTAGE THE PARTNERS. CONVEY THE VISION – IT IS VERY LITTLE UTILIZE HAVING AN UNMISTAKABLE PICTURE IN YOUR PSYCHE. THIS SHOULD BE CONFERRED TO THE PARTNERS. EVACUATE OBSTACLES – THIS INCLUDES MANAGING "LEARNING NERVOUSNESS." PERMIT TIME FOR PREPARING AND EXPERIMENTATION. WHEN INDIVIDUALS UNDERSTAND THAT THEY CAN DO THINGS THE NEW WAY, THEY WILL BE MORE OPEN TO THE CHANGE. MAKE SHORT-TERM WINS – DON'T ATTEMPT TO DO EVERYTHING IN ONE HUGE EXPLOSION (AL-HADDAD & KOTNOUR, 2015). SEPARATE THE MOVE INTO DEVELOPMENTS, EACH WITH A SUBSTANTIAL RESULT. EXPAND ON THE CHANGE – YOUR VISION (SEE STAGE 3) IS JUST FINE, YET NOW THAT THE CHANGE IS SET UP, YOU HAVE TO SHOW HOW THINGS ARE BETTER. CONTINUE HELPING THE PARTNERS TO REMEMBER HOW MUCH SIMPLER/QUICKER/LESS EXPENSIVE THIS IS (AL-HADDAD & KOTNOUR, 2015). CONTRAST PAST EXECUTION WITH CURRENT EXECUTION AND WATCH OUT FOR ADVANCEMENT UNTIL A FEW NEW ITEMS HAVE BEEN DISPATCHED, OR A FEW GROUPS HAVE BEEN HANDLED, SO THAT EVERYBODY CAN SEE THAT THE UNDERLYING ACHIEVEMENT WAS NOT AN EVENTUAL FAILURE. ANCHOR THE CHANGES IN CORPORATE CULTURE – THIS IS THE SAME STANDARD AS "REFREEZING." ON THE OFF CHANCE THAT WE NEED TO DO THIS KIND OF THING ONCE MORE, THE NEW APPROACH OUGHT TO COME INSTINCTUALLY TO THE INDIVIDUALS WHO TAKE THE NECESSARY STEPS (AL-HADDAD & KOTNOUR, 2015).

COMPARISONS AND CONTRASTS OF CHANGE MODELS IN THE KOTTER'S MODEL, IT IS EVIDENT THAT PROCEDURE IS A MODEL THAT IS SIMPLE AND OF WHICH IS REGULATED AT THE SAME TIME. It constitutes vibrant strides which can offer procedural directions (Al-Haddad & Kotnour, 2015). 2 CHANGE IS SIMPLER WITH THIS MODEL. 5 ON THE OTHER HAND, THE LEWIN'S MODEL INCORPORATES AN ANALYSIS OF THE FIELD THAT IT GIVES A VISUAL RUNDOWN OF DIVERSE VARIABLES CONTRADICTING AND SUPPORTING A SPECIFIC, WITH ALL THE GATHERED INFORMATION IN REGARD TO A CHOICE THAT IS POTENTIAL MERGED INTO A CHART THAT IS SOLITARY. 2 MOREOVER, DRIVE FIELD EXAMINATION ALSO DEVELOPS THE ASSESSMENT THAN THE DATA ITSELF ADOPT A GANDER AT ELEMENTS THAT ARE SUBJECTIVE THAT MAY INFLUENCE THE DISAPPOINTMENT OR ACHIEVEMENT OF CHOICE BEING DIVIDED (AL-HADDAD & KOTNOUR, 2015).

IMPACTS OF THE MODELS ON CHANGE IMPLEMENTATION IT IS PRUDENT TO NOTE THAT EACH OF THE TWO MODELS TALKED ABOUT ABOVE CAN AFFECT THE USAGE OF PROGRESS AND EVEN IMPERVIOUSNESS TO CHANGE. BEGINNING WITH KOTTER'S MODEL, IT GIVES STRAIGHTFORWARD STRIDES BE TAKEN AFTER. CONSEQUENTLY, CHANGE IS STRAIGHTFORWARD BY TAILING THIS MODEL. IT TAKES OUT THE INTRICACY SAW TO JOIN THE CHANGE PROCEDURE. THIS THUS ENCOURAGES THE USAGE OF PROGRESS WHILE DISCOURAGING RESISTANCE (AL-HADDAD & KOTNOUR, 2015). ONE

MAJOR ISSUE TO ALWAYS KEEP IN MIND WHEN USING FIELD POWER EXAMINATION IS THAT THE INVESTIGATION FORMED IS COMPLETELY NEEDY ON THE LEVEL OF APTITUDE AND DATA OF THE GATHERING GETTING ERADICATED IN THE INQUIRY (AL-HADDAD & KOTNOUR, 2015).

Mostly, power field examination relies on doubts, not realities; not considering the likelihood that the suppositions rely on information that is amassed.

2 REFERENCES AL-HADDAD, S., & KOTNOUR, T. (2015). 6 INTEGRATING THE ORGANIZATIONAL CHANGE LITERATURE: 2 A MODEL FOR SUCCESSFUL CHANGE. JOURNAL OF ORGANIZATIONAL CHANGE MANAGEMENT, 28(2), 234-262.

KOTNOUR, T., AL-HADDAD, S., & CAMCI, A. (2015). 2 ASSESSING THE FACTORS ENABLING SYSTEMATIC CHANGE. JOURNAL OF ENTERPRISE TRANSFORMATION, 5(3), 141-161.

Benn, S., Dunphy, D., & Griffiths, A. (2014). Organizational change for corporate sustainability. Routledge.

Cummings, T. G., & Worley, C. G. (2014). Organization development and change. Cengage learning.

Citations (6/6)

- 1 Another student's paper
- 2 Another student's paper
- 3 Another student's paper
- 4 Another student's paper
- 5 Another student's paper
- 6 Another student's paper

Matched Text

Suspected Entry: 99% match

Uploaded - mba 6001 unit V essay.docx
CHANGE MODELS 1

Source - Another student's paper
CHANGE MODELS 1

Suspected Entry: 71% match

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CHANGE MODELS 6

Source - Another student's paper
THE CHANGE MODELS

Suspected Entry: 81% match

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THE STEPS OF CHANGE MODELS LEWIN'S
MODEL OF CHANGE UNFREEZING CHANGE CAN
BE ACTUALIZED, AND IT SHOULD UNDERGO AN
UNFREEZING STRIDE THAT IS UNDERLYING

Source - Another student's paper
The Steps of Change Models Lewin's Model of
Change Unfreezing Prior to a change can be
actualized, it must experience the underlying stride of
unfreezing

Suspected Entry: 69% match

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Source - Another student's paper

PROGRESSIONS THAT ARE FORMED BY THE OFFERINGS, OBJECTIVES, INDIVIDUALS OR PROCEDURES THAT ARE HIERARCHICAL, ARE REFROZEN AND KNOWN AS BUSINESS OR STANDARDS THAT ARE NEW

The progressions made to hierarchical procedures, objectives, structure, offerings or individuals are acknowledged and refrozen as the new standard or business as usual

Suspected Entry: 100% match

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KOTTER'S MODEL CREATE URGENCY – THIS SOUNDS A GREAT DEAL LIKE SURVIVAL UNEASINESS

Source - Another student's paper

Kotter's Model Create Urgency – this sounds a great deal like survival uneasiness

Suspected Entry: 100% match

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STRUCTURE A POWERFUL COALITION – ENSURE YOU ARE BY ALL ACCOUNT NOT THE ONLY ONE PUSHING THE CHANGE

Source - Another student's paper

Structure a Powerful Coalition – ensure you are by all account not the only one pushing the change

Suspected Entry: 99% match

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MAKE A VISION FOR CHANGE – BE SURE ABOUT WHAT THE FUTURE STATE LOOKS LIKE AND HOW IT WILL, AT LAST, ADVANTAGE THE PARTNERS

Source - Another student's paper

Make a Vision for Change – be sure about what the future state looks like and how it will, at last, advantage the partners

Suspected Entry: 99% match

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CONVEY THE VISION – IT IS VERY LITTLE UTILIZE HAVING AN UNMISTAKABLE PICTURE IN YOUR PSYCHE

Source - Another student's paper

Convey the Vision – it is very little utilize having an unmistakable picture in your psyche

Suspected Entry: 100% match

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THIS SHOULD BE CONFERRED TO THE PARTNERS

Source - Another student's paper

This should be conferred to the partners

Suspected Entry: 95% match

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EVACUATE OBSTACLES – THIS INCLUDES MANAGING "LEARNING NERVOUSNESS."

Source - Another student's paper

Evacuate Obstacles – this includes managing "learning nervousness"

Suspected Entry: 100% match

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PERMIT TIME FOR PREPARING AND EXPERIMENTATION

Source - Another student's paper

Permit time for preparing and experimentation

Suspected Entry: 100% match

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WHEN INDIVIDUALS UNDERSTAND THAT THEY CAN DO THINGS THE NEW WAY, THEY WILL BE MORE OPEN TO THE CHANGE

Source - Another student's paper

When individuals understand that they can do things the new way, they will be more open to the change

Suspected Entry: 87% match

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MAKE SHORT-TERM WINS – DON'T ATTEMPT TO DO EVERYTHING IN ONE HUGE EXPLOSION (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper

Make Short-Term Wins – don't attempt to do everything in one huge explosion (Al-Haddad & Kotnour, 2015)

Suspected Entry: 100% match

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SEPARATE THE MOVE INTO DEVELOPMENTS, EACH WITH A SUBSTANTIAL RESULT

Source - Another student's paper

Separate the move into developments, each with a substantial result

Suspected Entry: 99% match

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EXPAND ON THE CHANGE – YOUR VISION (SEE STAGE 3) IS JUST FINE, YET NOW THAT THE CHANGE IS SET UP, YOU HAVE TO SHOW HOW THINGS ARE BETTER

Source - Another student's paper

Expand on the Change – your vision (see stage 3) is just fine, yet now that the change is set up, you have to show how things are better

Suspected Entry: 100% match

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CONTINUE HELPING THE PARTNERS TO REMEMBER HOW MUCH SIMPLER/QUICKER/LESS EXPENSIVE THIS IS (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper

Continue helping the partners to remember how much simpler/quicker/less expensive this is (Al-Haddad & Kotnour, 2015)

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CONTRAST PAST EXECUTION WITH CURRENT EXECUTION AND WATCH OUT FOR ADVANCEMENT UNTIL A FEW NEW ITEMS HAVE BEEN DISPATCHED, OR A FEW GROUPS HAVE BEEN HANDLED, SO THAT EVERYBODY CAN SEE THAT THE UNDERLYING ACHIEVEMENT WAS NOT AN EVENTUAL FAILURE

Source - Another student's paper

Contrast past execution with current execution and watch out for advancement until a few new items have been dispatched, or a few groups have been handled, so that everybody can see that the underlying achievement was not an eventual failure

Suspected Entry: 96% match

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ANCHOR THE CHANGES IN CORPORATE CULTURE – THIS IS THE SAME STANDARD AS "REFREEZING."

Source - Another student's paper

Anchor the Changes in Corporate Culture – this is the same standard as "refreezing"

Suspected Entry: 99% match

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ON THE OFF CHANCE THAT WE NEED TO DO THIS KIND OF THING ONCE MORE, THE NEW APPROACH OUGHT TO COME INSTINCTUALLY TO THE INDIVIDUALS WHO TAKE THE NECESSARY STEPS (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper

On the off chance that we need to do this kind of thing once more, the new approach ought to come instinctually to the individuals who take the necessary steps (Al-Haddad & Kotnour, 2015)

Suspected Entry: 86% match

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Source - Another student's paper

COMPARISONS AND CONTRASTS OF CHANGE MODELS IN THE KOTTER'S MODEL, IT IS EVIDENT THAT PROCEDURE IS A MODEL THAT IS SIMPLE AND OF WHICH IS REGULATED AT THE SAME TIME

Comparisons and Contrasts of Change Models In the Kotter's model, it is evident that procedure is a simple regulated model

Suspected Entry: 100% match

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CHANGE IS SIMPLER WITH THIS MODEL

Source - Another student's paper
Change is simpler with this model

Suspected Entry: 72% match

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MOREOVER, DRIVE FIELD EXAMINATION ALSO DEVELOPS THE ASSESSMENT THAN THE DATA ITSELF ADOPT A GANDER AT ELEMENTS THAT ARE SUBJECTIVE THAT MAY INFLUENCE THE DISAPPOINTMENT OR ACHIEVEMENT OF CHOICE BEING DIVIDED (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper
What's more, drive field examination likewise grows the assessment past the information itself to take a gander at subjective elements that may affect the achievement or disappointment of the choice being broke down (Al-Haddad & Kotnour, 2015)

Suspected Entry: 100% match

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IMPACTS OF THE MODELS ON CHANGE IMPLEMENTATION IT IS PRUDENT TO NOTE THAT EACH OF THE TWO MODELS TALKED ABOUT ABOVE CAN AFFECT THE USAGE OF PROGRESS AND EVEN IMPERVIOUSNESS TO CHANGE

Source - Another student's paper
Impacts of the Models on Change Implementation It is prudent to note that each of the two models talked about above can affect the usage of progress and even imperviousness to change

Suspected Entry: 74% match

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BEGINNING WITH KOTTER'S MODEL, IT GIVES STRAIGHTFORWARD STRIDES BE TAKEN AFTER

Source - Another student's paper
Beginning by Kotter's model, it gives straightforward strides be taken after

Suspected Entry: 100% match

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CONSEQUENTLY, CHANGE IS STRAIGHTFORWARD BY TAILING THIS MODEL

Source - Another student's paper
Consequently, change is straightforward by tailing this model

Suspected Entry: 100% match

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IT TAKES OUT THE INTRICACY SAW TO JOIN THE CHANGE PROCEDURE

Source - Another student's paper
It takes out the intricacy saw to join the change procedure

Suspected Entry: 100% match

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THIS THUS ENCOURAGES THE USAGE OF PROGRESS WHILE DISCOURAGING RESISTANCE (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper
This thus encourages the usage of progress while discouraging resistance (Al-Haddad & Kotnour, 2015)

Suspected Entry: 66% match

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ONE MAJOR ISSUE TO ALWAYS KEEP IN MIND WHEN USING FIELD POWER EXAMINATION IS

Source - Another student's paper
One of the key things to remember when utilizing power field examination is that the investigation

THAT THE INVESTIGATION FORMED IS COMPLETELY NEEDY ON THE LEVEL OF APTITUDE AND DATA OF THE GATHERING GETTING ERADICATED IN THE INQUIRY (AL-HADDAD & KOTNOUR, 2015)

created is completely needy upon the aptitude level and information of the gathering chipping away at the investigation (Al-Haddad & Kotnour, 2015)

Suspected Entry: 100% match

Uploaded - mba 6001 unit V essay.docx
REFERENCES AL-HADDAD, S., & KOTNOUR, T

Source - Another student's paper
References Al-Haddad, S., & Kotnour, T

Suspected Entry: 100% match

Uploaded - mba 6001 unit V essay.docx
A MODEL FOR SUCCESSFUL CHANGE

Source - Another student's paper
a model for successful change

Suspected Entry: 100% match

Uploaded - mba 6001 unit V essay.docx
JOURNAL OF ORGANIZATIONAL CHANGE
MANAGEMENT, 28(2), 234-262

Source - Another student's paper
Journal of Organizational Change Management, 28(2),
234-262

Suspected Entry: 100% match

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KOTNOUR, T., AL-HADDAD, S., & CAMCI, A

Source - Another student's paper
Kotnour, T., Al-Haddad, S., & Camci, A

Suspected Entry: 100% match

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ASSESSING THE FACTORS ENABLING
SYSTEMATIC CHANGE

Source - Another student's paper
Assessing The Factors Enabling Systematic Change

Suspected Entry: 100% match

Uploaded - mba 6001 unit V essay.docx
JOURNAL OF ENTERPRISE TRANSFORMATION,
5(3), 141-161

Source - Another student's paper
Journal of Enterprise Transformation, 5(3), 141-161

Suspected Entry: 68% match

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THE CHANGE MODELS WILLIAM FIEDLER
COLUMBIA SOUTHERN UNIVERSITY

Source - Another student's paper
The Change Models Tyrone White Columbia Southern
University

Suspected Entry: 70% match

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PRACTICES THAT ARE OLD, CONSIDERING
METHODS, STRUCTURES THAT ARE
HIERARCHICAL, PROCEDURES AND
INDIVIDUALS SHOULD BE ANALYZED TO
ENLIGHTEN THE REPRESENTATIVES ON THE
IMPORTANCE OF AN ASSOCIATIONAL CHANGE
IN MAKING AND MAINTAINING A CENTRE THAT IS
COMMERCIAL (AL-HADDAD & KOTNOUR, 2015)

Source - Another student's paper
Old practices, methods for considering, procedures,
individuals and hierarchical structures should all be
painstaking analyzed to show representatives how
important a change is for the association to make or
keep an upper hand in the commercial center (Al-
Haddad & Kotnour, 2015)

Suspected Entry: 78% match