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Chapter 5

What Changes and What Doesn't?

Learning Objectives

On completion of this chapter you should be able to:

- Explain several different ways of categorizing different types of change.
- Identify practical implications of different types of change for the change manager.
- Understand the distinction between sustaining and disruptive innovation, and explain the practical implications of this distinction for change management.
- Assess the significance of organizational culture with regard to organizational performance and reputation, and the role of leaders as culture architects.
- Assess the potential impact of new digital technologies in general, and the potential organizational benefits of applications of social media in particular.

Chapter Summary

This chapter begins by introducing a range of concepts used to describe the nature of change, specifically (i) emergent change and planned change, (ii) incremental change and transformational change, and (iii) first-order, second-order and third-order change. Some implications flowing from these concepts and links to images of managing change are shown in the following table.

Implication for Change Manager	Image of Managing Change
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Managing Change Manual

Michael Hoelscher



Managing Change Manual:

Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **Managing Change Manual**

In some sort of inundated with monitors and the cacophony of immediate conversation, the profound energy and mental resonance of verbal art usually disappear in to obscurity, eclipsed by the continuous barrage of noise and distractions. However, located within the lyrical pages of **Managing Change Manual**, a captivating perform of literary splendor that pulses with natural thoughts, lies an unique journey waiting to be embarked upon. Published by way of a virtuoso wordsmith, that magical opus guides visitors on a mental odyssey, delicately revealing the latent possible and profound affect embedded within the delicate internet of language. Within the heart-wrenching expanse of the evocative evaluation, we will embark upon an introspective exploration of the book is main themes, dissect its captivating writing fashion, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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