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| **SESSION** | **July 2023** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **Change Management** |
| **CREDITS** | **04** |
| **nUMBER OF ASSIGNMENTS & Marks** | **02**  **30 MARKS EACH** |

**Assignment Set – 1**

**1. How is Kurt Lewin's change management model used in the context of content-based changes inside an organisation? Please explain.**

**Ans 1.**

Kurt Lewin's change management model, often referred to as the "Unfreeze-Change-Refreeze" model, is a widely recognized framework for understanding and managing organizational changes. This model can be effectively applied in the context of content-based changes within an organization to facilitate a smooth transition and ensure successful implementation.

**Unfreeze:** The first phase of Lewin's model involves "unfreezing" the existing state of the

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**2. What are the key elements in successfully communicating change? What part does the leader play in communicating change?**

**Ans 2.**

Successfully communicating change within an organization is a multifaceted process that requires careful planning, thoughtful execution, and strong leadership. Change can often be met with resistance and uncertainty among employees, making effective communication essential to minimize disruption and ensure a smooth transition. The key element

successfully communicating change include clear messaging, active listening, empathy,

**3. What are the steps involved in putting change into practice? Discuss the role that HR plays in implementing the change process.**

**Ans 3.**

**Steps Involved in Putting Change into Practice:**

**1. Recognize the Need for Change:** Before any change can occur, there must be a recognition that the current situation is unsatisfactory or that there are better opportunities for improvement.

**2. Clarify the Vision and Objectives:** Determine what the end goal looks like. Clearly articulate the desired outcomes and set measurable objectives.

**Assignment Set – 2**

**4. What part does leadership play in the various stages of organisational change? Explain the Bacharach method of change leadership.**

**Ans 4.**

**Leadership in the Various Stages of Organisational Change**

Organisational change is inevitable, driven by factors such as technology advancement, competition, and shifts in market demand. Leadership plays a pivotal role at every stage of this change process, ensuring alignment, driving commitment, and managing transitions.

**Awareness & Acknowledgment**: At the beginning, leaders recognize the need for change, prompted by shifts in the external environment or internal inefficiencies. Effective leadership

**5. Describe the concept of a change agent. What are the various change agent styles?**

**Ans 5.**

**Concept of a Change Agent**

A change agent is an individual or group that facilitates, manages, and leads efforts to achieve a transformation within an organization, community, or larger system. Often serving as catalysts, change agents identify areas that require change, design and implement strategies to achieve that change, and ensure that the transformation is sustainable over time. They can be internal members of an organization, such as managers or employees, or external

**6. Define Organisational Learning. Explain the types of Organisational Learning.**

**Ans 6.**

**Organizational Learning:**

Organizational learning refers to the process by which an organization acquires, processes, and transfers knowledge for the purpose of adapting to change, improving performance, and achieving its objectives. It encompasses the ways in which organizations learn from their past experiences, integrate new knowledge, and implement changes based on that knowledge.

**Organizational learning is essential because it helps organizations:**

* Adapt to external and internal changes.