

Implementing Change in an Organization 1

IMPLEMENTING CHANGE IN AN ORGANIZATION

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Based on the transformation theory, leaders hold a clear vision for the organization, and make followers commit to that vision of change. During change implementation, Bonabeau (2007) states that leaders are required to transform and vitalize the organization through vision and creativity that will implement change in the organization. In addition, the leaders plays a very important role in allowing his/her followers to make suggestions on how, along with the issues arising during change implementation by creating trust.

Based on the fact that the follower's emotions are fuels for change implementation, followers play a very important role in implementing change. Followers play a very important role of challenging the leader during change implementation. This is based on the fact that their ideas and knowledge are very important in ensuring good decision making. This is because some of the leader's decisions might be impractical or incorrect (Schwaninger 2000).

In their Masters thesis, entitled *The Role of Leadership in Organizational Change: Relating the Successful Organizational Change to Visionary and Innovative Leadership*, Abbas and Asghar (2010) are very clear in their conclusions, as they are in line with their discussions. The created model describing organization change through visionary leadership is realistic and can be applied in any organization which wants to implement change successfully. However, the authors of this article didn't explain the relationship between various characters of the model; so, it is very difficult to determine how various factors in visionary leadership affect each other to yield success.

The roles of leaders and followers will be very important in understanding the competence, and abilities of leaders and followers that will be required in implementing my complex adaptive change plan. According to Senge (1990), visions and innovative approaches

are very important in managing complex situations, as an effect, the roles played by visionary leadership, and effective followers will be integrated in my complex adaptive change plan to ensure that the organization is in a position to manage complex adaptive changes to increase success chances.

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