**ORGANISATIONAL DESIGN AND DEVELOPMENT**

**Learning Outcome 4: ACTIVITY 11**

**Pairs Activity**

**Managing change**

Change is not always managed well. This could be for a variety of reasons, some of which are out of the control of the organisation. However, there is also the lack of clear planning and management of change which causes problems.

Read the following two articles (available in your online student resources) and consider what we should learn about the management of change.

Jorgensen, HH, Owen, L and Neus, A(2009) "Stop improvising change management!", Strategy & Leadership, Vol. 37 Iss: 2, pp.38 – 44

Buckingham, M and Seng, J (2009) "Making change work: closing the change gap", Human Resource Management International Digest, Vol. 17 Iss: 3, pp.11 – 15

Having read the articles discuss five rules that you would put in place to ensure that change is managed effectively.