



CHANGE RESOURCES

(As found on the TLCN "Change" page)



Factors Affecting Change

FACTOR	DESCRIPTION	For More Information
Technical vs Adaptive Change	Technical Change is corrective in nature and utilizes current knowledge and skills. Adaptive Change is transformative in nature because it requires new learning and new perspectives.	http://wasb.org/websites/gold/index.php?p=137 http://changetheorists.pbworks.com/page/15475038/Ron%20Heifetz
First Order vs Second Order Change	First Order Change = agreeable with current views and behaviors Second Order Change = requires a new way to think and act which will result in the greatest transformation.	http://www.bercgroup.com/1st-and-2nd-order-change.html

Change Models

MODEL	DESCRIPTION	For More Information
The Change Cycle	People react to change in 6 predictable ways and understanding these reactions will help them manage the change process.	https://changecycle.com/change-cycle/
Concerns-Based Adoption Model	Focuses on 3 dimensions of the readiness of individuals for change and during change.	http://www.sedl.org/cbam/
Fullan's Triple I Model	Change begins with initiation, and progresses through implementation, resulting in institutionalization. (article from <i>Learning Forward</i>)	http://www.teachingandlearningnetwork.com/uploads/1/2/7/6/12764277/p_hases_of_change_fullan_unit_1_ho_3_1.pdf
Kotter's 8 Step Process for Leading Change	Purposeful and focused process to lead change that can be effectively implemented.	http://www.mindtools.com/pages/article/newPPM_82.htm
McKinsey's 7-S Model	The effectiveness of a system occurs through integration and coordination of the components rather than a hierarchy of those components.	https://changecycle.com/change-cycle/
Roger's Diffusion of Innovation	Focuses on how ideas move through culture by factors that influence action and the behaviors of the people involved in the change efforts.	http://sphweb.bumc.bu.edu/otlt/MPH-Modules/SB/SB721-Models/SB721-Models4.html

Update March, 2016



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