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Compare and Contrast the Planned and Emergent Approaches to Change



Introduction

Viewing change as an essential element in organizational development, there are two major strategies linked to it, namely the Planned and Emergent strategic approaches. These two processes have different approaches and visions complementing each other in determining how organisations learn and change. These approach are discussed and compared in this article to give general features that defines each and also their implication.

Planned Approach

The Planned Approach can be also connected with practice- Stifle titanium by Lewin and Kotter and is formed by stiff steps. It comprises a set of planned activities that are laid down in advance with precise objectives in mind. This approach typically follows a linear path: and can be defined as evaluating the processes as they exist now, defining how they should look like in the future, and then changing them accordingly.

Comparison

The Planned Approach is very much focused on control and the possibility of planning events that are going to happen in the environment in which the organization operates. Nevertheless, it may falter where there is a lot of dynamism because such dynamic environments require flexibility.

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