



The Change Curve

Accelerating and Improving Change

Here's the scenario: You have invested vast amounts of time and dollars in the latest systems and processes; you have trained everyone; and you have made their lives so much easier (or so you think.) Yet months later, people still persist in their old ways: Where are the business improvements you expected? And when will the disruption you're experiencing subside?

The fact is that organizations don't just change because of new systems, processes or new organization structures. They change because the people within the organization adapt and change too. Only when the people within it have made their own personal transitions can an organization truly reap the benefits of change.

As someone needing to make changes within your organization, the challenge is not only to get the systems, process and structures right, but also to help and support people through these individual transitions (which can sometimes be intensely traumatic, and involve loss of power and prestige... and even employment.)

The easier you can make this journey for people, the sooner your organization will benefit, and the more likely you are to be successful. However if you get this wrong, you could be heading for project – and career – failure.

The Change Curve is a popular and powerful model used to understand the stages of personal transition and organizational change. It helps you predict how people will react to change, so that you can help them make their own personal transitions, and make sure that they have the help and support they need.