

# The Overview of Change Management and Building Change Management Competency

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*"The greatest danger in times of turbulence is not the turbulence; It is to act with yesterday's logic."*

— Peter Drucker

**Abstract-** Change Management as a hot topic in today's trend provides a typical process and creates tools to make understanding of people - side of change. An organization that faces stable demands to change and there of uses effective change management above and over with each one of the new inventions may know-how a fundamental change in its operations. Management competency is the existing of a business value that believes change and responds with the understanding, perceptions, tools and techniques to mark the change seamless and uncomplicated. It is that creating change as a part of the "business as usual." This leads to Change management competency.

The purpose of building the competency to cope change is to give people the perspective, authority and skills they need to support many changes they will face. The change management competency is that an organization-wide ability to apply the change management practices effectively and routinely.

This paper gives the overview of change management and Building change management competency for success of the organization.

**Index Terms-** change, organization, change management, competency.

## I. INTRODUCTION

Change is the get by the process of moving from the present state of change to the desired state of change that individual, groups and organizations except in response to dynamic internal and external factors that alter current actualities. Fortune magazine first published the list of American's top 500 companies in 1956. Gloomily less than 30 companies from the top 100 on the original list leftovers today. Greatly the speed and complexity of change severely tests the competencies of managers and employees to adapt quickly and effectively. When the organizations fail to change, the cost of the failure may be higher.

## II. THE SIGNIFICANCE OF CHANGE

Change will not disappear or disintegrate. The pace of change has increased intensity. The world may not be circling faster but humanity certainly. In many sectors of the economy, organizations must have the ability to adapt hastily to survive.

Business and executives are now faced with highly vigorous and ever more complex operating environments. This leads importance of change to executives and organizations.

## III. FORCES THAT INVOLVES IN CHANGE

Any factor in the environment that interferes with the organization's ability to attract the human, financial and material resource it needs, or to produce and market its service or product becomes a force of change.

Internally, several forces operate in the organization that could ease or hinder its function, processes and actions. An organization thus subject to two sets of forces those of the external political, economic, social and competitive environment and those of internal individual/ group speculations, technological changes, system dynamic resource constraints, etc.,

## IV. DIFFERENT TYPES OF CHANGE

Change is to move from the present state of the future, from the know state to a relatively unknown state. The organization can experience different types of changes ranging from Directional change, Operational change, Total change, Planned change, Happened change, Transformational change, Revolutionary change, and Recreation change.

## V. PRINCIPLES OF CHANGE MANAGEMENT

1. Always involve and agree support from people within system (system = environment, processes, culture, relationships, behaviors, etc., whether personal or organizational).
2. Recognize where you/the organization is at the moment.
3. Realize where you need to be, when, why, and what the actions will be for having got there.
4. Plan development towards above principle in exact achievable measurable stages.
5. Communicate, involve, enable and ease participation from the people, as initial and willingly and as fully as possible.

## VI. CHANGE MANAGEMENT AND CHANGE MANAGEMENT COMPETENCY ARE DISTINCT

Change management competency is as like that to change management, but to hand are several key distinctions.

- Change management is the practice of exact activities to cope the change of the people-side to understand fruitful results of a business change. It's an organization's ability to react and manage the change over and over. This change management competency is not an exact activity. It is an organization-wide know-how to apply

the change management practices positively and routinely.

- Despite the fact change management can be trained and learned that needs an ultimate shift in its values and culture. Change management must turn out to be part of routine operations and cannot be just demonstrated in training programs or instructional material.
- Change management competency should be obvious at all levels - mainly Executives, sponsors and front-line employees. Frequently, these areas in the organization lack the importance of accepting and skills required to be supporters of change. Although the centers of excellence or project teams can become skillful in change management, the whole organization need to experience a change in the way it strategies business as routine to build change competency.

#### VII. NECESSITY FOR CHANGE MANAGEMENT COMPETENCY

In an organization building the change management competency is not like giving orientation platform or carrying out a fresh policy. It requires a new approach and attitude. Persons in the change-competent organization state their work relative to change and worth the capability to change their core responsibilities. They know that change will happen, expect it and naturally perform through and also when there is a change.

Change management competency ruins the occurrence of a business environment that expects change and responds with the perspectives, understanding, techniques and tools to make changes effortless and seamless. It is that making changes as a part of "business as usual."

#### VIII. BUILDING THE CHANGE MANAGEMENT COMPETENCY

Change management as a sprouting and an important competency progressed up on the trends list from position five in 2007 to two in the 2009 study. Change management competency has straight conclusion results. Latest research shows that the organizations are more flourishing when they successfully manage the change.

A report by well-known McKinsey initiate that skills in the 12 key change management areas openly correlate to the return grasped on projects. In adding Prosci data analysis with 327 project teams indicated that teams which used outstanding change management were more probable to meet their goals and to finish their work on periodically.

Building the change management competency is attracting a strategic goal for all the prominent organizations in today's business environment. Peoples specified more demand for

training and knowledge around change management, and more widespread competency building programs. Change management competencies were becoming obvious in senior leadership levels as well as front-line management levels.

#### IX. CONCLUSION

This briefing has unfilled a common indication of some of the factors involved in Change Management. Yet, human behavior in groups and practice in organizations is too far and also complex for the magic 'change management formula'. Change is not predictable it should be accepted. Nearly by definition, it calls for a flexible rather than a fixed response. Planning for change increases the possibility that the change process will yield certain outcomes. But it does not guarantee them. 'Managing' change is not 'controlling' it. Change agents can more realistically. Building the change management competency is attracting a strategic goal in today's business scenario for all prominent organizations.

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