There Are Two Ways to Manage Organizational Change: One Is Easy, the Other Is Better

Today’s challenges are forcing leaders to rethink their approach to change management.

Today’s leaders face intricate challenges

- Talent shortages
- Supply chain slowdowns
- Technological disruption
- Climate change

Managing through the obstacles demands swift action

How to manage change

Keeping employees energized and the business thriving through change is a classic conundrum.

Companies have two options:

THE EASY WAY

Limit change to match your current capacity for change

- Rigorously prioritize
- Say no to some good ideas so that great ones can flourish

THE BETTER WAY

Increase the capacity for change

- Predict where overload might happen, and channel support there
- Sequence initiatives to create a realistic path
- Fill key roles with resilient talent
- Teach and use Agile approaches such as time-boxed sprints, product backlogs, and regular huddles

The better way systematically builds change resilience and agility

- It makes overwhelming floods of change manageable
- It builds leadership skills
- It energizes the organization