

Recognizing the Stages of Organizational Change And how to use it to Produce Forward Momentum



What is Organizational Change?

No matter what type of organization you run or are involved with there is bound to be a change at some point. Whether the change is a new system, a new hire, a new directive, or a change in leadership the stages of the change will always be the same, however, how each stage impacts the organization will vary to different degrees.

Why do I need to know about Organizational Change?

Understanding the different stages and having the ability to recognize them will allow you as a leader to take appropriate action to ensure that the stage is navigated appropriately. When each stage is navigated the organization benefits, and forward momentum is created.

As you read through the stages of change, it can be deduced that the stages are more common than you think. You should be able to reflect on your life and see these stages clearly, whether it was meeting your spouse, obtaining a new job, joining the military, or even at your church or other civic organization.

What Are the Stages of Organizational Change?

1 - FORMING

During this time, each person affected by the change is getting to know the others in the group. Minor annoyances are often overlooked.

During this stage, questions are being asked: What is expected of me? Where do I fit in? Is there a high dependence upon the leader?

2 - STORMING

Many organizational leaders make a major mistake by misinterpreting this stage as being negative. It is important to remember that all growth requires conflict, both in an organization and in the person. Leaders must come face to face with ideas, practices, and even people that disagree with what we believe to be true or important before they can assimilate new ideas and grow. Be alert to people who do not handle conflict correctly as they can make the organizational change turn sour.

During this stage, questions are being asked: Do I like this leader or these people? Is it worthwhile for me to be part of this organization? This is the stage where people decide whether they are a good fit for the organization.

3 – NORMING

In this stage, all team members take responsibility and have the ambition to work for the success of the team's goals. They start tolerating the whims and fancies of the other team members. They accept others as they are and try to move on. The danger here is that members may be so focused on preventing conflict that they are reluctant to share controversial ideas.

4 – PERFORMING

By this time, members are motivated and knowledgeable. The team members are now competent, autonomous, and able to handle the decision-making process without supervision.

Dissent is expected and allowed if it is channeled through means acceptable to the team.

Supervisors of the team during this phase are almost always participating. The team will make most of the necessary decisions. Even the most high-performing teams will revert to earlier stages in certain circumstances.



Change Happens. Are you aware and prepared?

TCM Leadership Group's vision is to empower leaders to overcome organizational barriers. Change can be a barrier to growth in any organization, and leaders are often either not

trained or equipped to deal with change or do not want to deal with it. In each of these cases, not dealing with change or improperly dealing with it can create a hostile, toxic environment within the organization.

TCM Leadership Group exists to assist organizations through barriers such as change, and I am confident that we can help your organization overcome the obstacles in your organization too.

Next Steps

Are you ready to break down the barriers of growth, take your organization to the next level, and experience the success you always wanted? Then I encourage you to schedule your one-on-one now, and I will even spot you a breakfast or lunch.

You can book your one-on-one here --> [**BOOK A ONE-ON-ONE**](#)

Once your booking is confirmed, you will be contacted, and further details will be given.

Until then I look forward to our meeting.

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