



Managing Change: A Strategic Approach to Organisational Dynamics



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Onyinye Igbokwe

What is Change?

- To Replace
- To Create
- To Alter
- To Modify



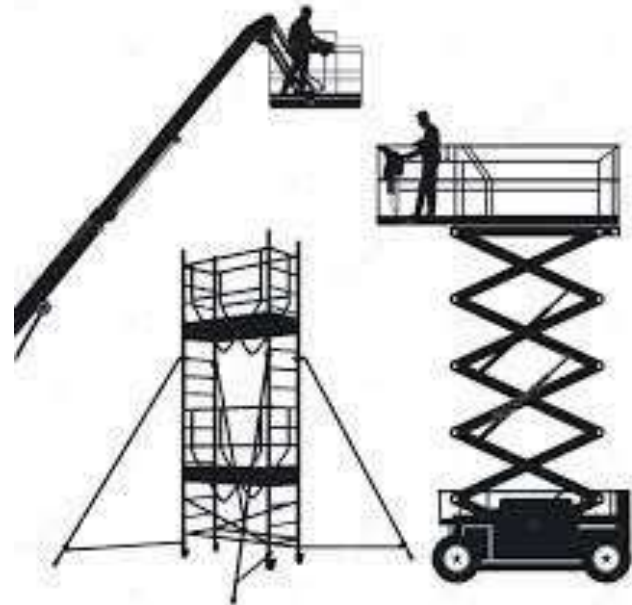
Why Manage Change?

- Cost
- Time
- Quality



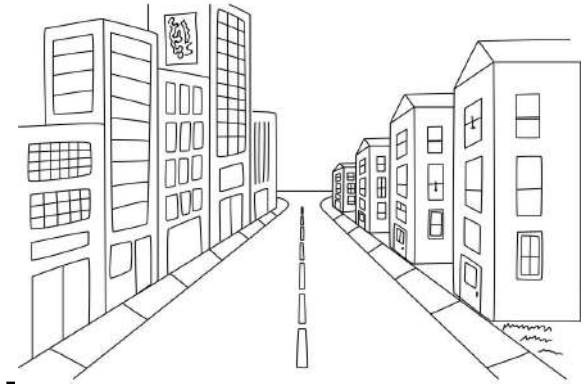
The Evolution of the Global Construction Industry

- Digital records and plans
- Smart gadgets
- Construction management software
- Health and safety standards
- Drones
- Modern Methods of Construction Procurement



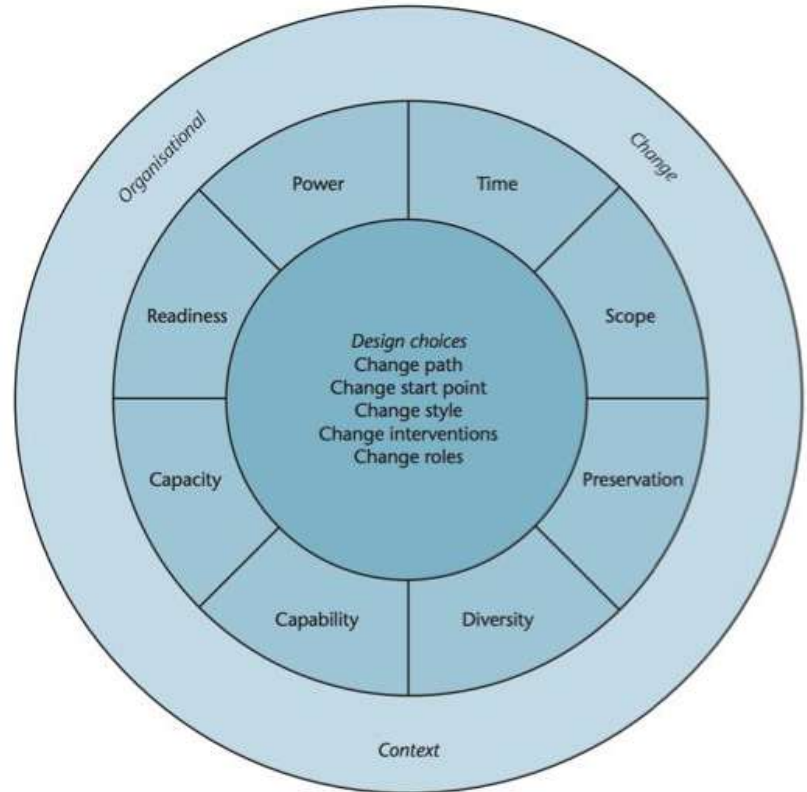
Nigeria in Perspective

- **Cost and Time overruns resulting in wastefulness**
- **Sub-standard work and shoddy workmanship**
- **Project abandonment**
- **Client and Contractor dissatisfaction**
- **Non-compliance and lack of enforcement of health and safety procedures**

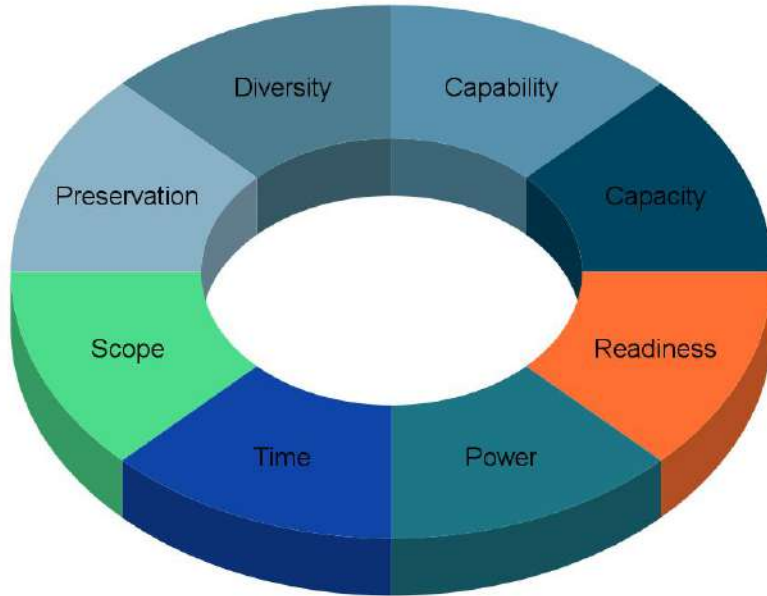


The Change Kaleidoscope

- **Change Path**
- **Change Start Point**
- **Change Style**
- **Change Interventions**
- **Change Roles**



Change Contexts



- Capability
- Capacity
- Readiness
- Power
- Time
- Scope
- Preservation
- Diversity



Change Management in Practice

A Client case Study



Have We Changed for the Better?

"Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better." - Kiran Whitney Jr.





Thank You!

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Further Reading



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Kotter, J., 2012. Leading Change. Harvard Business Review Press, Massachusetts, Boston, USA. ISBN – 978-1-4221-8643-5.