
Change Management for the 21st Century and Beyond

Iris Billy

Medgar Evers College, City University of New York, USA

Anil Palla

Campbellsville University, USA

Keywords

Change management, strategy, leader-follower relationship, incidental change

Abstract

This paper discusses the best practices for initiating organizational change and evaluates the likely influences of leader-follower relationships on the change management strategy. For this purpose, this paper will provide a brief background about the concepts of organizational change management and theories that deals with leader-follower relationships, so as to develop the basis of arguments in this regard. The types of change that will be referred to in this paper will relate to premeditated, far-reaching, radical, and long-term change; it will not address the day-to-day, incidental changes that occur in organizations. In sum this paper will analyze organizational change, leader-follower relationships, and best practices for initiating change management strategies.
