



Accelerating Organizational Change

Accelerating organizational change saves money for businesses and schools by decreasing the time that it takes for an organization to conclude a required change process.

Businesses and schools that are not meeting production standards or obligations to new laws should engage in transformational change processes.

While there are a few valid transformation models, time always becomes a factor for consideration. Businesses and schools can overcome this challenge by using connectors.

Using connectors during the transformation will decrease the time needed to complete the change process.

Connectors are people that know lots of people in the organization. They are the people in the organization that have great influence.

In many businesses they are union leaders and the employees who maybe labeled as complainers.

Also in businesses they are the leaders of the informal groups that meet internally or externally.

In schools they are the informal leaders of teacher groups and informal student leaders who participate in after-school programs. They are also the students that we find involved in repeated minor disciplinary infractions.

Leaders who seek to involve connectors will save the organization money.

Organizations save money when they decrease the time required to facilitate a transformational change process. For example, organizations save money by reducing cost related to the time employees spend involved in the change process. Since employees are paid for their time there is a salary expense incurred as a result of employee

participation in the organizational change process.

They also can save money related to supplies and facility expenses that are ingrained in any organizational transformation process. These are expenses related to meeting location, heating/air conditioning, refreshments, etc.

Leaders who decide to accelerate the organizational change process should:

- ◆ Implement the appropriate transformation process.
- ◆ Identify who the connectors are in the organization.
- ◆ Involve the connectors in the decision-making process as it relates to the specific transformation change process.

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