



HR Club

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Change Leadership



The management methodologies that helped successfully develop enterprises throughout the 20th century are no longer sufficient. Driving results in a world of ever-increasing change requires a new kind of leadership.

Management is about coping with complexity. Its practices and procedures are largely responses to one of the most significant developments of the twentieth century: the emergence of large organizations.

Without good management, complex enterprises tend to become chaotic in ways that threaten their very existence. Good management brings a degree of order and consistency to key dimensions like the quality and profitability of products.

Leadership, by contrast, is about coping with change. Part of the reason it has become so important in recent years is that the business

world has become more competitive and more volatile.

Faster technological change, greater international competition, the deregulation of markets, overcapacity in capital-intensive industries, an unstable oil cartel, raiders with junk bonds, and the changing demographics of the work-force are among the many factors that have contributed to this shift.

The net result is that doing what was done yesterday, or doing it 5% better, is no longer a formula for success. Major changes are more and more necessary to survive and compete effectively in this new environment. More change always demands more leadership.

Read more:

<http://www.kotterinternational.com/our-principles/change-leadership>