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Research Paper

Implementing Change in The Teamwork Process by Applying Lewin's Model

Alfred K. Githinji*

* Corresponding author, Sales & Marketing Specialist. E-mail: alfredkg@gmail.com P.O Box 62704-00200 Nairobi Kenya

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ABSTRACT

Kenyan managers are bracing themselves for hard times ahead of changes in the business environment due to new ways of working such as working from home, growth in internet marketing, and financial constraints in budgets. This thus would lead to some of the companies changing their business models and sadly others doing retrenchments as ways of cost-cutting. By ensuring that all team members are engaged and comfortable with the new process, the evaluation criteria include having the manager ensure that all team members are involved throughout the process. This can be done by providing regular updates to the team, as well as allowing time for questions and feedback. The plan of action includes implementing change by use of Lewin's Model for change which suggests change takes place in a three-stage process; "unfreezing state, Change itself, and refreezing."

Key words: Lewin's Model, unfreezing state, change itself, and refreezing.

1.0 Background

As a manager when it comes to implementing a change in the teamwork process, the most important aspect is to ensure that all members of the team are on board and feel comfortable with the new process. In the case of our team, where half of the members are on board and the other half are very skeptical about the change, it is important to use a structured change management process to ensure that all team members are engaged and comfortable with the new process.

2.0 Plan of Action

The most effective way to implement change in this situation would be to use Lewin's Model for change which suggests change takes place in a three-stage process; "unfreezing state, change itself, and refreezing." (Lewin, 1951).

1. Unfreezing: In this step, it involves assessing the current state of the team, identifying the factors that are preventing the team from accepting the proposed change, and then taking steps to reduce the resistance to the change. This can involve activities such as team building and communication (Reeves, Zwarenstein, Espin & Lewin, 2011) to ensure that team members understand the need for the change and are open to it.

2. Changing itself: This step involves introducing the actual change and making sure that the team is properly trained to use the new process. This can involve activities such as providing training and support, as well as allowing time for the team to practice and become comfortable with the new process (Baulcomb, 2003).

3. Refreezing: This step involves assessing the effectiveness of the change and taking steps to ensure that the team is comfortable and confident in the new process. This can involve activities such as recognizing and rewarding the team for their efforts, as well as providing additional support and resources as needed (Shirey, 2013).

3. Conclusion

By using this model, the team can be guided through the change process in a structured and organized way, ensuring that all team members are engaged and comfortable with the new process. This will allow the team to move forward with the change in a positive and productive manner.

Thus, as a manager to ensure efficiency, I should make sure that all team members are involved throughout the process. This can be done by providing regular updates to the team, as well as allowing time for questions and feedback. Additionally, it is important to recognize the efforts of team members who are on board with the change, as this will help to motivate the rest of the team to accept the change. Finally, it is important to ensure that the team is given the necessary resources to ensure that the change is successful.

By using Lewin's model, it is possible to ensure that all team members are properly engaged and prepared for the changes taking place in the teamwork process. This will help to ensure that the team is able to move forward in a positive and productive manner, allowing the team to reach its goals.

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Conflict of interest

The author declares that there is no conflict of interest.

Ethical approval

This article does not contain any studies with human participants or animals performed by any of the authors.

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