

Leading Disruptions while Sustaining Change

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The topic of this response paper may seem to contain a paradox in how there can exist interruptions in the directions of an organization while simultaneously working to maintain the status quo. I argue that the alleged mystery is an antinomy. Packer (2008) says that an antinomy is a statement that composes of two truths. Therefore, this response paper will search out to report on Sustaining Change in Organization by Hodges and Gill (2015) and the many views on the inner working of sustaining change from different perspectives. So, Hodges and Gill report that they wanted to reveal the practice of change involving management and leadership in organizations.

Also, Hodges and Gill sought to provide a theoretical overview and focused on practitioner orientation. In like manner, Leading Change by John Kotter aims to explain the process in the initiation of change and the establishing frameworks to create significant interruptions. I found that while reading Sustaining Change in Organizations and Leading Change, I discovered that there were many differences. Sustaining Change was heavily involved with theories and empirical studies experiences as opposed to Leading Change that was based on the author's personal business and research experience and did not reference any outside sources.

As a result, Appelbaum et al., (2012) cite *Leading Change* lack rigorous fundamentals. Kotter's (2012) theme is initialing change in an eight steps process; however, there is no proof that this process is valid and (Appelbaum et al., 2012) say this probably is the reason for the high ratio of failure to sustain change. Now, Hodges and Gill (2015) showed that following the theoretical frameworks and case studies would give an organization the ability to sustain the change that used their process.

References

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