

KURT LEWIN'S THEORY OF CHANGE

MODEL OF CHANGE

There are three main stages involved in the Kurt Zadek Lewin's model of change which are shortly explained as follow:-

Stage 1: Unfreeze

Unfreezing is referred to get ready and motivate the person and department for change. It is the stage in which under question entity is focused and motivated towards the change, once the entity is ready the purpose of this stage has been served. Analysis is key factor of this stage. Now it's time to move towards the next stage.

Stage 2: Change

In this stage, according to KZ Lewin, we have to strive for the change, as the people or the organization has been made ready to go for a change, then in this stage leader has to make the reforms and necessary changing in their subordinate system. Change can only been employed if the first stage is fully implemented. The second stage is also referred as transition stage.

Stage 3: Refreeze

According to Lewin, this stage is implementation stage, in which leader have to ensure that all the changes opted in the stage 1 have been fully implemented and installed in the system and organization.