

LEWIN'S CHANGE MANAGEMENT MODEL



UNFREEZE

- Recognize the need for change
- Determine what needs to change
- Encourage the replacement of old behaviors and attitudes
- Ensure there is strong support from management
- Manage and understand the doubts and concerns

CHANGE

- Plan the changes
- Implement the changes
- Help employees to learn new concepts or points of view

REFREEZE

- Changes are reinforce and stabilized
- Integrate changes into the normal way of doing things
- Develop ways to sustain the change
- Celebrate success

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