

Sunday, July 11, 2004

BUSINESS: Change Management (02)

Some quotations about changes

*Changing something doesn't necessarily implies that things are getting better.
But if we want to make things better, we definitely have to change something.*
Georg Lichtenberg

Who only does what he can, remains what he is.
Herman Hess

Change - the linguistic roots

- The original meaning of the old French word *changer* was "bend" or "turn", like a tree or vine searching for the sun.
- The idea that "the only constant is change" has been a truism of life since at least the time of Heraclitus, circa 500 B.C.
- Today in business and organisations, the word "change" sometimes refers to external changes (in technology, customers, competitors, market structure or the social and political environment).
- "Changes" also refers to internal change: how the organisation adapts to changes in the environment.
- Today, some managers use the word "transformation" to describe comprehensive, really large organizational change initiatives. The original latin word *transformare* simply means "to change shape".

Source: G. Müller-Stewens / Ch. Lechner