

# Download File PDF Kurt Lewins Change Model A Critical Review Of The Role

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Conceptual paper  
**Kurt Lewin's change model: A critical review of the role of leadership and employee involvement in organizational change**  
 Syed Talib Hussain\*, Shen Lei, Tayyaba Akram, Muhammad Jamal Haider, Syed Hadi Hussain, Muhammad Ali

Abstract  
 Change is critical for organizations in growing, highly competitive business environments. Theories of change describe the effectiveness with which organizations are able to modify their strategies, processes, and structures. The active research models the positive model, and Lewin's change model indicates the nature of organizational change. This study examined the three stages of Lewin's model: unfreezing, movement, and refreezing. Although this model establishes general steps, additional information must be considered to deliver these steps to specific situations. This study presents a critical review of several studies to determine which organizational change model is most effective. Results indicate that a comprehensive framework for managing organizational change throughout different stages of the process. This review has theoretical and practical implications, which are discussed in the article. Immediately to change is abandoned.  
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**Introduction and research questions**  
 The purpose of the study is to call the relation between process model and change. This relation describes the ways of implementing change process by leader's knowledge sharing and this sharing describes the right of change process, and then change describes the functional significance between organizational change and change implementation. The organizational life has been made inevitable because by global, and economic, and social, and much models of organizational change have acknowledged the influence of multiple dimensions at one stage or more stages of organizational change process (Dierkes, Wilson, Dierkes, 1992) and other models illustrate different general levels affecting the process of organizational change, and each level of them identifies distinctive change implementation stages (Lewin, 1951). A model of organizational change is Kurt Lewin's three-step change process concept was introduced in the single, which reflects emergence stages in change implementation process. Kurt Lewin's model is the early fundamental planned change model regarding the changing firms to maintain the status quo and pushing for change (Lewin, 1951). To change the "quasi-stationary equilibrium" state, one may increase the driving forces for change, or decrease the forces restraining the status quo, or the combination of both forces for gradual and reactive organizational change through knowledge sharing of individual willingness with the help of stimulating change leadership role.  
 The Lewin's model was used from an retrospective study assumed for the investigation of the Lewin's model for change development, mediates implementation and leadership solutions for change in complex organizations. The focus of this research on (i) the Lewin's change model/guidelines for change, (ii) how knowledge sharing affects the change implementation process, (iii) how employees involve in change and willingness to change, and (iv) how leadership style affects the organizational change process in organization.  
**Model of organizational change**  
 Process model  
 The organizational change explains the movement of an organization from the frozen (static) state to the unfrozen (dynamic) state (Lewin, 1951). This is because the future of this change is uncertain and may concern the people's worth, respect, ability, and competency, so the people of the organization do not support change unless they are convinced against the status quo.

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