

Which of Balogun

Correct

☐ Reconstruction☒ Revolution☐ Evolution☐ Adaptation

Which of Balogun and Hope-Hailey's types of change would be described as a rapid, "big bang", transformation?

Reconstruction

Evolution

Adaptation

Revolution

Revolution is a rapid, "big bang", transformation. This is a major change in strategy and culture undertaken quickly, representing the highest risk type of change. It may be necessary where the organisation is in serious difficulty and needs turning around in a quick way.

Other types of change are:

Evolution - Evolution is a significant change over a long period of time. It may involve a change in strategy, brought in gradually in a step by step fashion, managed over the long term.

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