The Role of Leadership in Successful Change Management

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Abstract

With the passage of time, significance of change management in the eyes of both academics and practitioners has increased to a great extent. Globalization, increase in competition and scientific innovations have forced organizations to develop an ability to change. In the current era change has become important for organizations in order to compete, grow or even survive. Mergers, acquisitions and joint ventures are the major change initiatives which companies normally take. However, most researchers suggest that rate of successful mergers or acquisitions are very low. In this context, we have investigated whether an effective change management can make mergers more successful. The contribution of this paper is to summarize the role of leadership and effective communication in a successful management process. In addition, the research introduces a novel model for organizational change which provides guidelines for an effective and successful merger process.