As our company Hilti plans to shift into using new systems to be used for recruiting purposes it would like to employ the most effective change model in the process. Changes in the organizations will affect every staff member and it is thus important to weigh the best alternative model from the three change models available. The organization is ready to utilize Lewin’s or McKinsey as well as Kotter’s change models.

Lewin’s change model as compared to the other two is an easy model of establishing change. This is because the organization has to motivate those against the change and then later on implement the change to becoming a permanent and afterwards the organization will take less time to embrace the change (Liu, Akram and Bouguettaya, 2011). On the other hand McKinsey’s 7-s model is more complex from the other two. This is because a single change in the organization affects the entire organization. It requires a strategic plan where changes are made to all agents involved such as the systems, staff and their skills as well as structure among others.

Kotter’s 8-s model is not as easy as Lewin’s since the model makes changes in the organization to negotiable. Employees will only accept changes if the leaders convince them by indicating the need for change (Cameron and Green, 2012). The Hilt Company is ready to use any of the three models of change which will be considered the most effective.

References

Cameron, E., & Green, M. (2012). *Making sense of change management: A complete guide to the models, tools and techniques of organizational change*. London: Kogan Page.

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