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# Change Management: Six common pitfalls



## 1. Missing clear vision

A clear vision is crucial for the success of any change effort. It provides direction for the change effort. Without a clear vision, it's likely to get sidetracked and lose focus.

## 2. Inadequate preparation

Adequate preparation for change is just as important as the change itself. Having the resources, support, and infrastructure before embarking on the change helps to avoid resistance, delays, or project failure.

### 3. Poor communication

Clear communication is critical to successful change and avoiding confusion, mistrust, and resistance. This means communicating the reasons for change, the benefits, and the coming steps.

### 4. Ineffective leadership

Successful change requires leaders who inspire, motivate, and guide the organization. They play a key role by creating the vision, communicating it, managing resistance, securing resources, and driving the change.



## 5. Resistance to change

Resistance to change is common, but it's important to handle it. This involves identifying the underlying causes of resistance, addressing any objections, and communicating the advantages of the change.

## 6. Lack of change integration

Finally, embedding the change into the organization is crucial. This means ensuring that the change becomes part of the culture, processes, and systems of the organization.

## Avoid these six common pitfalls in change management:

1. Missing clear vision
2. Inadequate preparation
3. Poor communication
4. Ineffective leadership
5. Resistance to change
6. Lack of change integration

Impact that matters.

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KNITTER AND  
ASSOCIATES

**Knitter & Associates GmbH**

Dreischeibenhaus 1

40211 Duesseldorf | Germany

Office: +49 211 882 503 82

[info@knitter-associates.com](mailto:info@knitter-associates.com)

[www.knitter-associates.com](http://www.knitter-associates.com)