

A HISTORY of CHANGE MANAGEMENT



25000 BC
Early Man

Storytelling

4000 BC – 200 AD
Ancient Times

Organisation
Dialogue

200 – 1000
Early Christianity

Compelling vision
Change agents
Reaping the benefits

1000 – 1550
Middle Ages

Clear roles and responsibilities
Stakeholder management
Humancentric approach

1550 – 1800
Enlightenment

Hierarchy
Backbrief and delegation
Strategic simulations

1800 – 1920
Industrial Age

Standardisation
Measurement and optimisation
Co-ownership

1920 – 1980
Post War

Human resource
Psychology
Diversity
Organisational culture

1980 – Now
Modern Times

Team performance
Personal development
Matrix organisations
Trust and involvement