Change is the constant factor; it means departing to new destination it involve curiosity and mystery. Change is like moving from one place to the other; whether to solve problems or to create new ones. Change is also the greatest way for learning. Occasionally it brings speed, flexibility, simplicity, ease and lower costs of development and sometimes bring toughness, harshness, and higher cost. It may possibly happen anywhere at any time. Uncertainty, ambiguity and chances might be the outcome. Its everywhere in some form or other, it is a cycle process. Making changes by management should always be planned, managed and in systematic fashion.

This exercise “seat change” suggests that change creates interference in the atmosphere. Sudden and unexpected change affects the individual routine and attitude. It’s hard to re-accommodate especially if the change is instant. Sometimes change is better for the individuals, for example in co-operate world, change could wake up the worst companies and they play better. Having the right change can not only boost up the company but also create many new means and opportunity. Inappropriate change implementation can easily disrupt the environment, like we see in the “seat change” exercise. Improper change creates disruption and makes disturbance, whether it’s in the classroom or in any organization. Poorly structured change required a lot of patches and maintenance, usually it creates disagreements, even the minor unorganized change can alter the devastating results. Change on any condition can generate complexity and embarrassment for the individuals and surroundings.

Management should always expect some kind of resistance for change, there could be many reasons for that like sense of competence, control, creditability or simple the psychological state of workers. Resistance is the very expected output, we can see in this “class exercise” people resist in some way or other. But these responses get change middle and after this exercise. Continuous resistance affects the organization goals, culture, product and especially the strategic planning. It’s crucial for the organization to resist the external change. Because it comes with the more thrust.

Change is the social system. Inner workings of the change always contain vagueness the people who exposed to change. We can eliminate the negative effects of change by customizing the activities, sequence and duration before and after change. Duration of change should also be considered, before making any change. Implementation should be modified in terms of goals and objectives. Special process, procedures and plantings can lowered down the degree of confrontation. Inappropriate handling of change could potentially hazardous for any organization. Pre-planning and post-planning could save us from this risk. Management supposed to provide the training to participants. Proper implementation can make the “bad change” into “good change”.