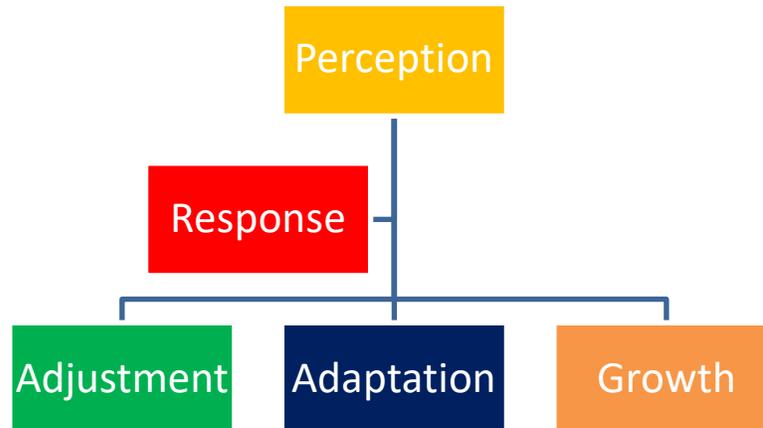


## PRAAG MODEL OF CHANGE MANAGEMENT

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The PRAAG Model is designed to solve the major problem of change process which is RESISTANCE to Change. Change can either be accepted or resisted. However, the most interesting advantage that change brings to individuals or organizations is growth. Change is essentially a platform for growth to thrive. It is with this understanding that PRAAG Model of Change Management was created. In the history of Change Management, models like the Kotter's Model and PROSCI ADKAR Model among others were essentially the major models driving the change management process.

PRAAG model basically looks at five related stages of Change Management and this makes it more practical and applicable either for personal change or for organizational change.

### Perception

Every life's event is responded to by perception. Perception is the way we interpret the events of life. The level of our understanding with regards to an event determines our perception. Our perception is guided by our mindset and our mindset is made functional by the information we receive, interpret and process. If you have received particular information and you give it a wrong interpretation then you continue to process it, your **mind set** becomes channeled to that direction. This in return determines what your perception will be about the events of life.

## **Response**

Our response is basically a function of the way we perceive events. Events itself does not determine outcome, what determines outcome is your response and your response is determined by your perception. The moment you give an interpretation to information, the next thing you will do is to start processing the information and then act on the processed information. The point at which you act is referred to as your response. All these processes can take place in a moment. No event of life is in itself i positive or negative; it depends on how we perceive it. The way you perceive the change that occurs will determine your response.

## **Adjustment**

To adjust is temporary in nature and it is usually not a long term disposition. Any time a change process is introduced to an organization, most of the employees who have chosen to stay, will likely adjust and that is usually for a while. In other cases, some adjust in anticipation that the change process will not eventually be successful so that they can return to their old ways of doing things. When you adjust long enough, you will likely transit into adaptation.

## **Adaptation**

Adaptation is simply a sustained adjustment. When you accept a change process by the influence of your perception which led to your response and later leading you to adjust for a reasonable period; what you eventually see yourself doing is adapting. In the adjustment stage, you would have learnt new ways of doing things; your attitude and behavior gradually fits into the new process. At this level where you have acquired or learnt the new ways of doing your work, you have adapted. After you have adapted, you will notice that the cumulative result of the process has led you to growth but essentially, growth through adaptation.

## **Growth**

Growth is that stage of formation either for individuals or organizations. The cumulative effect of all the stages is what is expressed at the growth stage. Individuals and organizations must understand that for growth to take place, change is non-negotiable. Increase in size at any level makes it clear that growth has taken place. It could be an increase in size as regards income, output or profit but whichever way it comes, you must have gone through all the stages mentioned earlier. There can't be growth without change.