

# **Managing the Change Process and Resistance to Change in Educational Institutions**

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***Abstract:** Whether newly established or mature, organizations that include educational institutions such as schools, colleges and Universities, need to maintain their vitality by changing and innovating their experiences. Change is not infrequent or special but simply a way of any organization's life and adjustment processes. It facilitates sustainability and competitiveness of the organization within the business fraternity. Change varies in degrees such that it may be radical or incremental and its timing may be reactive or anticipatory. A combination of these gives four basic types of change: radical reactive, radical anticipatory, incremental reactive and incremental anticipatory. Change triggers resistance resulting from fear, vested interests, misunderstandings or cynicism. Resistance to change may be reduced by involving all organizational members in planning and implementing change, enhancing communication about proposed changes, educating employees on the value of change or offering incentives like promotions in line with the anticipated change. Through proper planning, organizations can comfortably make it through the three stages of change and several approaches maybe used. Change requires purpose driven leadership for success to be achieved. This paper discusses organizational change and the management of the accruing resistance to change in educational institutions. Leaders in educational organisations determine the future prospects of their organizations. Hence, they require a clear understanding of the technicalities expected on how and when to plan and implement change and ways of dealing with the anticipated resistance.*