CHANGE
is ubiquitous and imperative equally, for organizations and individuals alike

> **"people confront to all what they don't know".**
> Ali (A.S.), Nehaj ul Balagha

This pearl of Divine wisdom will always be referred to as a supernal standard till the end of time.
The phenomenon of CHANGE faced by the world at large today, is holistically encompassed in it along with solution

CHANGE is everywhere, all the time, and for everyone, irrespective of our consideration or response to it. In fact the accelerated momentum of CHANGE has posed an enormous threat to all the organizations' survival around the world today, and has left them with no other choice but to go for it with alacrity if they wish to ensure sustained existence. Individuals alike are not excepted. So it is ubiquitous and imperative equally more now than ever before.

Ubiquity of CHANGE at individual level

The individuals depending on their purchasing power would want to change the model of the car, mobile handset, home furniture, curtain and even wall paint to improve their lifestyle frequently. They make plans on what, when how and how much to spend on the CHANGE and even why. They take into full consideration some sort of the opportunity cost they forego to buy something, as well in return. Most of the family members are very much clear on the objectives to go for CHANGE at the cost the family head is willing to pay.

Ubiquity of CHANGE at organizational level

Successful organizations also consistently go for the CHANGE and want to embed the outcome to realize the benefits in fulfilment of their strategic objectives. The executives of the organization want smooth transition of transformational change. It is very unlikely for CHANGE to happen accidently, rather it involves senior management commitment, incessant support and guidance from leadership of the organization, making scarce and precious resources available in a timely manner, exercising overall governance and control and above all the level of preparedness of the operational environment for transition of change. These and similar other factors bring about more complexity at organizational level than at individual. Most of the programmes despite committing rigourous efforts and resources remain unsuccessful in achieving their strategic objectives due to lack of buy in of the people who resultantly become blocker in effective transition of CHANGE.

Perpetual guide for making CHANGE happen smoothly

Referring to the verdict of Ali (A.S.) in Nehaj ul Balagha "people confront to all what they don't know". This pearl of Divine wisdom will always be referred to as a supernal standard till the end of time. The phenomenon of CHANGE faced by the world at large today, is holistically encompassed in it along with solution. The management of CHANGE involves people, it is therefore wise to make all involved in CHANGE initiative fully known of the objectives and consequences of transformation enabling them to successfully embed it.

MSP® the effective solution for transformational CHANGE

MSP® Managing Successful Programmes as part of the portfolio of best practice publications aims at helping organizations and individuals manage projects, programmes, and services consistently and effectively. The programmes are meant to deliver CHANGE, in order to ensure it is done smoothly and successfully by addressing people side. The

The MSP® framework comprises 2 principles i.e. "leading CHANGE" and "envisioning and communicating a better future" and one governance theme "leadership and stakeholder engagement" to address the people side of CHANGE for due significance and involvement they have to make any programme a success or failure
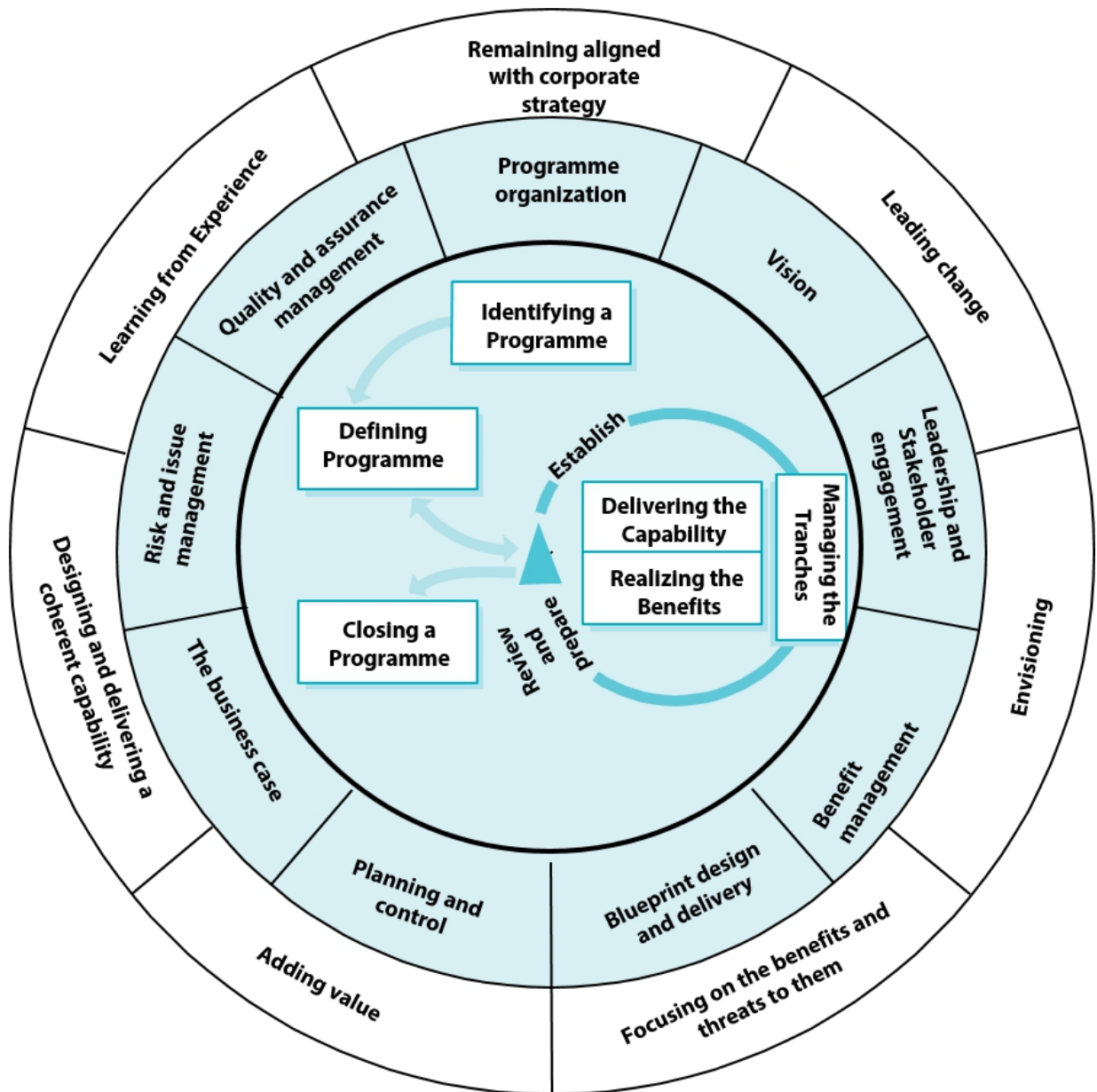
Fig: The MSP® framework

MSP® represents a proven good practice in programme management in successfully delivering transformational CHANGE drawn from the experiences of both public and private sector organizations. The framewrok consists of an adaptable route map for programme management, bringing together key principles, governance themes and a set of interrelated processes to facilitate the delivery of business transformation.

> The leaders of an organization can practice to make CHANGE happen at the organization level on similar pattern they do at an individual level to see how it work

How MSP® makes people (involved in transformation) know

The MSP® framework comprises 2 principles i.e. "leading CHANGE" and "envisioning and communicating a better future" and one governance theme "leadership and stakeholder engagement" to address the people side of CHANGE for due significance and involvement they have to make any programme a success or failure.

Think over it for CHANGE to happen with desired results

The reality that the CHANGE is ubiquitous and imperative for organizations and individuals alike is apparent. Now, the leading organizations are invited to think over it consciously before making investment decision, not only to learn but to adapt and embed the MSP® framewrok to gain measurable benefits from business CHANGE. It will empower and enable leadership of the organization to clear the air for visibility of all and bringing them at the same page to move with same pace. When there is a clear line of sight for all involved, then the idea of opposing initiatives and maintaining and supporting status quo will cease to exist definitely.

agha@prago.org

www.prago.org