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approach that will
work for all
organisations. The
change
kaleidoscope was

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developed by Julia
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managers design
such a 'context
sensitive' approach
to change. The
kaleidoscope has
three rings: The
outer ring relates to
the wider strategic
change context.

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change that maps
the extent of the
change required and
nature (or speed)
with which the
change is to be
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The outer ring
relays to the
broader strategic
adjustment context.

The central ring
relays to specific
contextual issues
that need to be
considered when
expressing a
revolution plan.

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(2002) in order to
consider different
factors and
implementation
options that need

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consideration
during change. In
several case
studies change
Kaleidoscope has
been used as a tool
for analyzing
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Simply this tool can
be used in the
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