

## “What does "run" vs "change" the organisation mean?”

Change management (or run management) and project management are applied disciplines focused on creating successful changes in the organization. At the same time, project management deals mainly with the technical side of change, and change management with the human factor. For a project to succeed, both disciplines must be applied and applied correctly.

The technical side of changes, as the area of application of project management, includes launch, planning, execution, control and completion in its process. The tools that are used for this are progress reports, project charter, business cases, job decomposition, budget assumptions, resource allocation, schedule, tracking. In other words, the decision should be effectively planned, developed, and accepted for execution.

Working with people, as an area of change management application, is an organizational process: preparing for changes, actually managing changes and reinforcing changes, as well as individual work with employees. The tools here are coaching and training plans, an individual change model, readiness assessment, resistance management, communication plans, positive reinforcement. As a result of the work done, the following must be fulfilled: the decision is selected, accepted and implemented, acquired and implemented in practice.

Similarities include:

1. Both accompany processes;
2. Both have their own tools;
3. Both work to meet the specific needs of a project or initiative.

The differences between project management and change management are as follows:

1. Project management works with the technical side, and change management with people;
2. Project management is known for longer, and therefore enjoys great trust and popularity;
3. Project management is not required to justify or justify its usefulness;
4. In project management and change management, different skills and competencies are needed for successful work.