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Organizational change – failure Perhaps this is why, in most cases, when people implement organizational change, it usually fails. The key conclusion of a study – ‘ Where Change Management Fails ’ – by Robert Half Management Resources, which included 300 senior managers at US companies with at least 20 workers, was that organizational change usually fails.

What is organizational change? Definition and examples

Despite these efforts, high-performing global companies consistently score lower than more locally focused ones on several critical dimensions of organizational health, according to a decade-long study—of hundreds of businesses—that we highlighted in a 2011 Quarterly article. 8