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concepts that underpin the

philosophy of this book:

Change can be facilitated,

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if not controlled. All
change design must be
contextspecific, which
requires change agents to
possess managerial skills of
analysis, judgement and
implementation, and personal
competencies ...

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Summary Exploring strategic
change, Balogun & Hope
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There is no simple 'off the
shelf' approach that will
work for all organisations.
The change kaleidoscope was

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developed by Julia Balogun
and Veronica Hope Hailey to
help 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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Managing strategic change
Balogun & Hope Hailey (2008)
put forward four different
classification of change
that maps the extent of the
change required and nature
(or speed) with which the

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change is to be achieved
(Figure 1).

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Julia Balogun is Professor
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The kaleidoscope Change
Kaleidoscope theory was
developed by Hope Hailey &
Balogun has three rings: The
outer ring relays to the
broader strategic adjustment
context. The central ring

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

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Times/Prentice Hall, 2008.

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implementation of strategic
change, rather than strategy
formulation. It expands on
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Change Kaleidoscope was

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developed by Hope Hailey &
Balogun (2002) in order to
consider different factors
and implementation options
that need consideration
during change. In several
case studies change
Kaleidoscope has been used

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as a tool for analyzing
industries or organizations.
Simply this tool can be used
in the context of change.

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