

45) Describing change

A Types of change

Example	Meaning
<i>I find it difficult to adapt to so much new technology.</i>	change your behaviour because the situation has changed SYN adjust (to sth)
<i>We've altered our plans: we're now arriving at 6.00, not 7.00.</i>	make sth different but without changing it completely alteration n
<i>Civil servants are now amending the document.</i>	change sth slightly, usually to correct a mistake in a statement, document, etc. amendment n
<i>Democracy has evolved over hundreds of years.</i>	change gradually, often from sth simple to sth more complicated evolution n
<i>There are new proposals to reform the prison system.</i>	change a law, system, organization, etc. to make it better reform n
<i>Some people want to restore the monarchy in certain countries.</i>	return sth to its former state or condition, e.g. a building, a painting restoration n
<i>They were going to let him go, but they reversed their decision.</i>	change sth so it is the opposite of what it was before: reverse a decision/policy; reversal n
<i>Computers have transformed our lives.</i>	completely change the appearance or character of sth, often to make it better transformation n
<i>It's a big transition from school to full-time work.</i>	a period of change from one state or condition to another: in transition

1 Write the nouns related to these verbs.

1 restore 3 transform 5 evolve
2 amend 4 reverse

2 Organize these words into the categories below.

evolve restore amend adapt alter reform reverse transform adjust

1 a verb that describes complete change:
2 two verbs that describe changing something back:
3 a verb that describes gradual change:
4 two verbs that describe a change to improve something:
5 two verbs that involve a change in behaviour:
6 a verb that describes changing only a part of something:

3 Complete the sentences with a suitable word.

1 The new furniture has completely their living room.
2 Part of the 18th century tower was damaged, but they are planning to it.
3 As a company we believe in , not revolution.
4 They've changed their minds completely: this is a of the previous policy.
5 Solicitors want to some of our outdated divorce laws.
6 I've lost so much weight that I'll need to some of my clothes.
7 Now he has children, he will have to to a very different lifestyle.
8 I had to one of the documents as there were several errors in it.
9 We've had to make one or two to the timetable because of the extra course.
10 He will remain in charge during the period of



B Change management

Managing change

Most employees **resist** change that is **enforced** and **imposed upon** them. So, if a company wants to **pursue** a policy that aims to **bring about** **sweeping**, or even **subtle** changes, managers need to remember that their role is to **facilitate** change and not impose it. This requires an **ongoing** **consultation** process with the staff, so that any changes have their support before they are **implemented**.

GLOSSARY

resist	refuse to accept sth and try to stop it happening resistance <i>n</i>
enforce	make people obey sth; enforce the law ; enforcement <i>n</i>
impose sth (on/upon sb)	make sb accept sth against their wishes
pursue	follow or try to achieve sth over a period of time: pursue a policy/goal
bring sth about	make sth happen
subtle	not easy to notice or understand: a subtle difference ; OPP obvious
facilitate	make an act or process easier to achieve
ongoing	continuing to develop: an ongoing process/investigation
consultation	the act of discussing sth with sb before making a decision consult sb v ; consultative adj ; a consultative process/committee
implement	make sth that has been decided start to happen SYN put sth into practice ; implementation <i>n</i>

SPOTLIGHT adjective + change

A number of adjectives are commonly used with the noun **change**.

- **sweeping/radical/major/wholesale changes** (= big changes)
- **a refreshing/welcome change** (= pleasantly new or different)

4 Good or bad management, according to the text? Write **G** or **B**.

- 1 They've enforced the change.
- 2 They've resisted any change.
- 3 There has been a consultative process.
- 4 They've imposed change.
- 5 They've introduced refreshing changes.
- 6 They want to facilitate change.

5 Replace the underlined words with different words that keep the same meaning.

- 1 It's only a small difference but we believe it will have an effect.
- 2 He wants to introduce radical changes.
- 3 The new furniture is a welcome change.
- 4 They have the power to make people obey the law.
- 5 They plan to implement a number of changes.
- 6 The new measures will create further changes.
- 7 Staff have refused to accept any changes.
- 8 Suggesting change is one thing but putting it into practice is more difficult.
- 9 I believe there is a continuing investigation into the disappearance of the funds.
- 10 She has tried to make discussions easier between staff and management.

6 Complete the text.

When the new headteacher arrived, it was rumoured that she planned to (1) a policy of (2) changes to the way the school was organized, and that she wouldn't be very sympathetic to staff who showed any real (3) However, unlike the former head who tried to (4) change without discussing it with anyone first, Mrs Palmer has (5) members of staff, and that has been a (6) change. She set up a staff committee, and we have been involved in an (7) process of (8) for about two months. And we have already (9) a few changes, which have made an (10) difference.



TEST YOURSELF