#1. According to Robert Reich, there are some on-going reasons that organizations resist change and development.  What is the role of the insurgent change agent?  Describe two ways how, from your experience, leaders should support change.

The Insurgent Change Agent is a revamped Change Agent. The role of the insurgent change agent Organizations resist change and development due to comfort and often times a lack of knowledge. Some can see it as threatening because of the change in work and team dynamic.

1. The insurgent invents better ways

2. Aims for dexterity over growth

3. Uses the Web to bring the company forward

4. The change insurgent works all over versus from the top down. He is capable of managing and leading through various methods, even when co located.

“Companies that can't change in this new environment can't play in this new economy. Companies that can't change the way that they think about change won't be able to change the way that they compete. And hiring change agents, who used to carry the banner for change inside large companies, is no longer the right way to think about or to practice change. Change today demands the change insurgent. “(Reich, 2000)
Leaders should be straightforward with employees and should lead the way and by example. Leader is a follower first.

<http://wps.prenhall.com/au_be_carlopio_manage_2/2/540/138305.cw/index.html>

2. According to Robert Reich, there are some on-going reasons that organizations resist change and development.  What is the role of the insurgent change agent?  Describe two ways how, from your experience, leaders should support change.

The job of the change agent is no longer to help companies improve linearly in their performance but to really get involved to create a better organization.  Their goal is to promote organizational readiness because companies are in a constant state of flux.  They enable companies to look to the future, to be aware of possible market needs and even new markets.  In the past change agents were convinced that cutting costs and growing revenue was the best way to help a company.  Now change agents say” it isn’t enough to just grow.  It is about the company’s ability to alter current plans and to be able to change direction.

In my limited experience I believe the best ways leaders can support change is to have an open communication policy and for the leaders to be actively involved in the change themselves.

If leaders are willing to communicate to employees about the change I think it helps to allay certain fears employees have about the change,  and by being actively involved in the change it shows employees that you not only believe in this change but you are committed to it.