

## GROUP WORK: LEARNING ACTIVITY 1

### LEWIN'S THEORY APPLIED TO A CASE STUDY

THEORY STAGE	MEANING	APPLICATION
<b>Step 1 Unfreezing</b>	Unfreezing the present Forces that maintain current behaviour are reduced through analysis of the current situation. Imperatives for change are realised through dialogue and re-educational activities such as team building and personal development.	
<b>Step 2 Moving to a new level</b>	Having analysed the present situation, new structures and processes are put in place to achieve the desired improvements.	
<b>Step 3 Refreezing the new level</b>	The changes implemented are then 'frozen' in place to ensure that they become part of normal working procedures. This is done by putting in place supporting mechanisms such as policies, procedures and reward systems.	

**SCENARIO: Outline your Context, Actors, Change Needed, Strategies to Use:**