



Kepemimpinan dan Perubahan

24 November 2018, Riau

Punang Amaripuja
Universitas Muhammadiyah Yogyakarta



Lewin's Phases of Planned Change

- **Unfreezing**
 - The phase in which a situation is prepared for change and felt needs for change are developed.
- **Changing**
 - The phase in which something new takes place in the system, and change is actually implemented.
- **Refreezing**
 - The phase of stabilizing the change and creating the conditions for its long-term continuity.