Change Management Application Paper.  Organizational Change Application Paper Guidelines 1. Effective leaders and managers are skilled at diagnosing organizational challenges and leading change initiatives. In this paper, you will apply the knowledge you have gained of organization change by developing a proposal to implement a change initiative in a specific organization. The proposal will identify an organizational challenge, diagnose the organization’s need and readiness for change, develop a change strategy and action plan and discuss the benefits of successful implementation. 2. A well-written paper should be double-spaced, Adhere to APA standards and references 5 or more scholarly sources including 4 peer-reviewed journal Change Initiative Description In one page or less, describe the organizational change initiative identifying and discussing the type of change required: Change Diagnosis Describe the need for organizational change including the gap between the current and desired states, the urgency of the change, the change readiness of organizational members (names optional), and the consequences of not changing. Change Strategy Using Kotter’s 8-Step Process, the Change Path Model or other credible change strategy, propose a strategy to implement change describing the steps you and others will take to make the desired state a reality. In creating your strategy, include appropriate change levers or actions such as vision, communications, coalitions, and training.