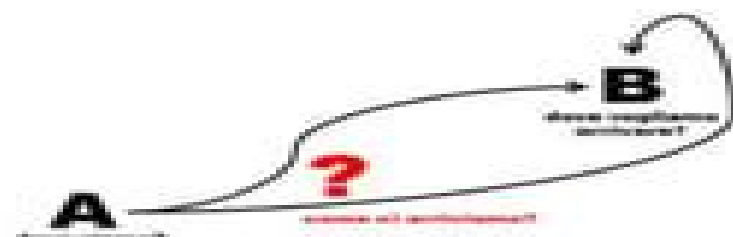


- 8. Collegamenti esterni

Cambiamento e transizione (terminologia utilizzata)



paradigma del Change Management

La parola Cambiamento/Change è spesso usata in contesti professionali come sinonimo di transizione ma possiede un significato più generico, mentre la parola transizione proviene da un contesto più scientifico. In [genetica](#) per esempio la transizione è un tipo di [mutazione](#) mentre in [fisica](#) indica il passaggio di un [sistema](#) da uno [stato](#) ad un altro; entrambi questi contesti attribuiscono alla parola Transizione un significato più preciso che richiama in modo appropriato la dinamica insita nel concetto di Cambiamento/Change sopra citato.

Quando si parla di transizione si è più facilmente consapevoli della sfida connessa alla necessità e/o alla volontà di trasformare una situazione esistente in una nuova e si è più consapevoli dell'importanza di definire lo stato della situazione corrente [dove siamo?], quello della situazione desiderata [dove vogliamo arrivare?] e il percorso più conveniente [come ci arriviamo?]. Perciò nell'utilizzo che se ne farà in questa pagina il termine transizione esprimerà una connotazione più attiva (che esprime maggiormente il punto di vista di chi la transizione la desidera e/o la guida), mentre il termine cambiamento esprimerà una connotazione più passiva (che esprime maggiormente il punto di vista di chi il cambiamento lo subisce).

Contesto

La transizione a cui si fa riferimento in questo contesto comprende un largo insieme di fenomeni.

Dal punto di vista individuale la transizione può essere considerata una nuova attitudine da acquisire o un comportamento da cambiare.

Dal punto di vista di un'[organizzazione](#) (commerciale, sociale, politica, ecc.), o semplicemente di un gruppo di individui, la transizione può essere rappresentata da un nuovo tipo di tecnologia da acquisire o da un nuovo assetto di processi da porre in atto oppure da un salto culturale da diffondere al proprio interno o all'esterno; in generale un'[organizzazione](#) per garantire il raggiungimento dei propri obiettivi ha necessità di

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