

Developing Change Management Model for Iranian Academic Libraries: Delphi Study

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Abstract

Purpose: This study seeks to design change management model for Iranian academic libraries.

Methodology: Qualitative approach and Delphi method were employed to design change management model for Iranian academic libraries. Delphi technique was used in three rounds and initially 22 experts participated in the test. The change management model yielded for Iranian academic libraries consisted of five main stages as follows: 1) review of current status; 2) analysis of users; 3) programming/planning; 4) implementing the change; 5) maintenance of change achievements. Several activities have to be carried out at each stage.

Findings: This model makes the directors of academic libraries and librarians familiar with concepts of change management and encourages them to apply this approach to academic libraries; this strategy leads to improvement in change implementation in academic libraries together with a decrease in costs and redundancies. Future studies may include trial implementation of the proposed model in different academic libraries, providing tools necessary for activities of the model, studying the order and succession of these activities, and determining the time required for performing each activity.

Originality/Value: Although change management has been employed in some institutions, it is the first time of designing such a model for academic libraries. Therefore, Iranian academic libraries can make benefit from this model for management and implementation of change.

Keywords: Change; Change management; Change model; Academic libraries of Iran