The Role of Emotional Intelligence in Organizational Change

Dana Roberts
PhD
BI Norwegian Business School
Nydalsveien 37, 0484 Oslo, Norway

Cameron Davis
Dr.
Trinity Business School, Trinity College Dublin
College Green, Dublin 2, Ireland

Adrian Hill
Prof.
University of St. Gallen
Dufourstrasse 50, 9000 St. Gallen, Switzerland

Abstract. Emotional intelligence is increasingly recognized as a critical factor in managing organizational change. This article investigates the impact of emotional intelligence on change management processes and outcomes. By examining theoretical perspectives and empirical evidence, we highlight the ways in which emotional intelligence contributes to successful change initiatives. The study suggests practical implications for managers aiming to foster emotional intelligence within their teams to enhance adaptability and resilience.

Keywords: Emotional Intelligence, Organizational Change, Change Management, Adaptability, Resilience

Introduction

The ability to manage organizational change effectively is increasingly recognized as a critical factor for success in today's dynamic business environment. Emotional intelligence plays a pivotal role in facilitating change initiatives, as it enables managers to navigate complex interpersonal dynamics and foster a supportive organizational culture. This article investigates the impact of emotional intelligence on change management processes and outcomes, examining theoretical perspectives and empirical evidence. We highlight the ways in which emotional intelligence contributes to successful change initiatives, suggesting practical implications for managers aiming to foster this competence within their teams.

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