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# Changing the Tune

## A Musical Approach to Effective Change Management in Research Administration

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# Basics of Musical Composition



Melody



Harmony



Rhythm



Form

# Melody - Music

**Melody** is one of the three main parameters that makes music out of a collection of sounds and beats alongside harmony and rhythm. It is probably the most easily recognized aspect of music, as it is the central theme or tune that carries the music, guiding the listener through the piece.

A melody should be relatively simple to memorize and reiterate.

# Melody – Change Management

Melody represents the vision or goal of the change. It is the clear direction or main idea that everyone can understand and follow.

Just as a melody gives a song its identity, a well-defined vision gives change initiatives their purpose and direction, ensuring that everyone understands the “tune” they are working towards.

# Harmony - Music

In simple terms, **harmony** is what occurs when more than one note is played or sung at the same time. It supports the melody and adds depth.

Harmony deals with the “vertical” aspects of music, whereas melody and rhythm deal with the “horizontal” aspects.

Harmony can be nice sounding — and the term for this is called **consonance**. However, it can also sound rough or irritating, which is what we call **dissonance**.

# Harmony – Change Management

Harmony represents the alignment and collaboration among stakeholders. Just as harmony supports the melody, successful change requires teams to work in sync, with departments and individuals collaborating effectively.

Conflicts and dissonance in harmony are like misaligned efforts in change management—they can disrupt the process if not addressed.

# Rhythm - Music

Rhythm in music refers to the pattern of sounds and silences that occur over time. It is the element of music that creates a sense of movement and forward momentum.

Rhythm is to time what melody and harmony is to pitch or frequency; it divides the abstract concept of time into discrete and measurable segments. It is often the least thought of major aspect of music, but it is just as important.

# Rhythm – Change Management

Rhythm reflects the timing and pace of implementing change. Effective change management requires careful consideration of when and how quickly changes are introduced.

A well-paced rhythm ensures that changes are neither too rushed nor too slow, keeping the process manageable and aligned with organizational capacity and readiness.

# Form - Music

Form is the structure or arrangement of a musical piece, including verses, choruses, and bridges, which organize the music coherently.

Form in music refers to the structural framework that determines how a piece of music is constructed and experienced. It's the blueprint that composers use to organize musical elements like melody, harmony, rhythm, and texture into a coherent whole.

Understanding musical form enhances our appreciation and interpretation of music, and how it influences the creation and perception of music.

# Form – Change Management

Form parallels the structured stages of change, such as planning, implementation, and evaluation.

Just as musical form provides a roadmap for the progression of a piece, a structured change management process ensures that each phase is well-organized and that transitions between stages are smooth.