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There are a series of change agents that are needed for change to occur. These change agents are change initiators, implementers, and facilitators. Each of these change agents is necessary and crucial to the outcomes of change. To understand the concepts involving these change agents, it must be assumed that change is a movement and not just an occurrence. Whether the idea or experience is actually good or bad is completely relative. Two examples of change that can be explained using the series of three change agents are the extinction of dinosaurs and the fight for independence in India. In these examples the change agents do not overlap, however they can in other situations.

Change initiators are the individuals or things that spark change. They create a novel idea or experience that differs from the present situation. Change implementers are the individuals or things that carry out and expand the idea or experience of change. They take the process of change to a higher level. Change facilitators sustain and aid the change that occurs. These facilitators allow the change to leave a legacy of some sort.

According to the asteroid collision theory, the collision of an asteroid on earth’s surface led to events that caused dinosaurs to become extinct. This asteroid was the change initiator. The collision caused the radical alteration of atmospheric composition and temperature on the earth’s surface. These alterations were the change implementers. Finally, the failure of the dinosaurs to adapt to the new environmental conditions assisted their demise and extinction.

The fight for independence in India started with an author who popularized the idea of independence. Rabindranath Tagore wrote many nationalistic pieces throughout his life. He was a change initiator. Gandhi and his followers took firm and effective actions against the British and were a large reason why they left. These individuals were the change implementers. The first prime minister of India, Jawaharlal Nehru acted as a mediator between the Indians and the British. He made the transfer of power from the British to the Indian people much smoother. Jawaharlal Nehru was the change facilitator in this case.