

# **A Framework for Analyzing Change Management in Geomatics Development Projects**

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## **SUMMARY**

Geomatics development projects tend to be administered by individuals with a high level of training and experience in technical operations of geomatics but who, on the whole, seldom have tertiary qualifications in management, leadership, and particularly in organizational change. This paper develops a conceptual framework relating to the management of effective change in geomatics development projects. Such a framework should increase the effectiveness and sustainability of project-led change by analyzing the driving forces in an environment of pervasive and complex social, political and institutional transformation, such as is found in South Africa.

Change in such situations tends to be largely reactive and driven by societal, political, technological and legislative imperatives. The eight-stage model of Kotter (1996) is confirmed as a suitable model for addressing change. Further, this model is adapted for the South African context, drawing in particular from the experiences of Dolny (2001) in the Land Bank, and observation of the transformation of the fiscal cadastre through a case study of the City of Cape Town's General Valuation Project 2000 (GV2000).