

Formulation, and Implementation of National Land Policy – Appropriate Change Management Tools, and Techniques

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SUMMARY

Governments all over the world make policies to change existing conditions with the result to purposely benefits society as a whole. The design, adoption and implementation of such policies follow a logical process in which credible, clear, and concise vision and goals are articulated.

Land Policy is a “set of rules and guidelines that govern how a country’s administration will govern, manage and administer land in that country. It should strengthen access to land, tenure security; it should especially ensure the security of the land rights of poor and vulnerable communities; ensure sustainable land use; provide direction for fit-for purpose land administration services; and guide the prevention and resolution of land conflicts and disputes.” (Global Land Tool Network)

The formulation, adoption and implementation of a National Land Policy in its entirety is a change management issue. This when successfully executed and implemented brings about fundamental changes in institutional culture and structures in statutory and customary administration and management of land. Change management tools and techniques that support the process include the Prosci Change Triangle, Change management models including the ADKAR model and the ResearchGate mode. These models will be applied retrospectively to the formulation of the National Land Policy in Ghana in 1999 and provide a very good diagnosis of where the country is at the moment. It will also be used to analyze the change management process that was implemented in the institutional reforms that were carried out as part of the Ghana Land Administration Project Phases I and II and which formed the pillars for the implementation of the 1999 National Land Policy.

The analysis provides the necessary insights into the policy processes and will be extremely

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important as the Government intends to review and formulate a new land policy. Important lessons that should be considered in such an effort are outlined in the paper. It provides a clear and thorough understanding of the drivers necessitating change and the necessity to adopt the right strategies for change management.

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