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Culture and Change Management in Schools: The UAE National Wellbeing Strategy 2031

A B S T R A C T

This research article aims to examine the culture of the educational sector in the United Arab Emirates. It also explores the approach to change management in the school sector, with a focus on how transition happens in schools and the particular difficulties that come with it compared to other fields. This article uses an 8-step change model developed by John Kotter for managing organizational change, particularly in schools in the UAE context. By following the 8-step model, it will manage the resistance to the change. The schools can successfully navigate the complexities of organizational change and achieve their goals for transformation.

The article also seeks to define psychological safety in the workplace and examine how to implement the UAE National Wellbeing Strategy 2031 in schools. The study will offer recommendations for relevant strategies that can help maintain the school change process without resistance and create a positive learning environment. This research contributes to a deeper understanding of the importance of employee well-being and psychological safety in successful school transition processes.

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