SUMMARY

This article shows the importance of a good integration of change management and software development when a complex IT systems needs to be replaced. A case study of the replacement of the Dutch land registry system is used in order to explain the crucial role of this integration and how this could be done. The most critical factor in a successful replacement is the involvement of dedicated and experienced employees. Their role in building a new system is crucial during the construction period, but a good integration of IT development and change management results in more benefits and for a longer period of time.