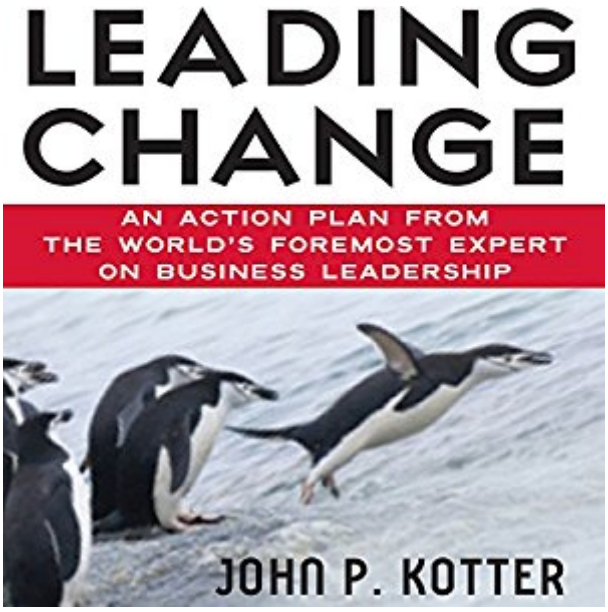
The book was found

Leading Change



PDF
Adobe
DOWNLOAD EBOOK

Synopsis

John Kotter, the world’s foremost expert on business leadership, distills 25 years of experience into Leading Change. A must-have for any organization, this visionary and very personal audiobook is at once inspiring, clear-headed, and filled with important implications for the future. The pressures on organizations to change will only increase over the next decades. Yet the methods managers have used to strengthen their companies-total quality management, reengineering, right sizing, restructuring, cultural change, and turnarounds-routinely fall short. In Leading Change, Kotter identifies an eight-step process that every company must go through to achieve its goal, and shows where and how people-good people-often derail. Emphasizing again and again the critical need for leadership to make change happen, Leading Change provides unprecedented access to our generation’s business master and a positive role model for leaders to emulate.

Book Information

Audible Audio Edition
Listening Length: 6 hoursÂ andÂ 34 minutes
Program Type: Audiobook
Version: Unabridged
Publisher: Macmillan Audio
Audible.com Release Date: April 29, 2011
Whispersync for Voice: Ready
Language: English
ASIN: B004YMRNNM
Best Sellers Rank: #12 inÂ Books > Business & Money > Processes & Infrastructure > Structural Adjustment #14 inÂ Books > Business & Money > Processes & Infrastructure > Organizational Change #113 inÂ Books > Audible Audiobooks > Business & Investing > Leadership & Management

Customer Reviews

"Over the past decade," John P. Kotter writes, "I have watched more than a hundred companies try to remake themselves into significantly better competitors. They have included large organizations (Ford) and small ones (Landmark Communications), companies based in United States (General Motors) and elsewhere (British Airways), corporations that were on their knees (Eastern Airlines), and companies that were earning good money (Bristol-Myers Squibb). Their efforts have gone under many banners: total quality management, reengineering, right-sizing, restructuring, cultural

change, and turnaround. But in almost every case the basic goal has been the same: to make fundamental changes in how business is conducted in order to help cope with a new, more challenging market environment. A few of these corporate change efforts have been very successful. A few have been utter failures. Most fall somewhere in between, with a distinct tilt toward the lower end of the scale. The lessons that can be drawn are interesting and will probably be relevant to even more organizations in the increasingly competitive business environment of the coming decade."In this context, John P. Kotter lists the most general lessons to be learned from both (I) the more successful cases and (II) the critical mistakes as follows:I. Lessons from the more successful cases:1. Establishing a sense of urgency* Examining market and competitive realities* Identifying and discursing crises, potential crises, or major opportunities2. Forming a powerful guiding coalition* Assembling a group with enough power to lead the change effort* Encouraging the group to work together as a team3.

John Kotter is a business professor at Harvard University who writes "Leading Change" as a guide to business leaders, helping them to transform their stagnant, ineffective, hierarchical companies into more effective, responsive, team-oriented ones. To help companies and leaders make this transition, he presents eight sequential steps that must be followed in order and done well.These eight steps are:1. Establish a sense of urgency (fight complacency)2. Create a guiding coalition (both influential leaders and effective managers)3. Develop a widely inspiring vision and strategy for achieving it4. Communicate the vision, communicate the vision, and communicate the vision even more.5. Give the employees authority to creatively experiment concerning how to best make the vision a reality6. Make sure you point out things to celebrate as you make progress toward your goals; it rewards appropriate behavior and, besides, people need to celebrate once in a while.7. Understand Bowen Family Systems Theory--that when you change one thing, everything else changes with it. Systemic change is difficult work that produces a whole lot of anxiety and unintended consequences.8. Make sure that, once the changes are made, they become engrained in the new culture of he company; make them "the way we do things around here."Kotter does get credit for being comprehensive and for being among the first to write a leadership book of this sort (copyright 1996). He appears correct in all of his arguments and this reader has difficulty finding flaws in his eight steps. He appropriately balances task-orientation and relationship-orientation and distinguishes between leading and managing.

Download to continue reading...

HBR’s 10 Must Reads on Change Management (including featured article “Leading

Change,” by John P. Kotter) The Heart of Change Field Guide: Tools And Tactics for Leading Change in Your Organization Who Killed Change?: Solving the Mystery of Leading People Through Change Autocourse 2015-2016: The World's Leading Grand Prix Annual - 65th Year of Publication (Autocourse: The World's Leading Grand Prix Annual) Law of Attraction Directly from Source: Leading Edge Thought, Leading Edge Music Be the Change! Change the World. Change Yourself. Who Moved My Pulpit?: Leading Change in the Church Leading Congregational Change: A Practical Guide for the Transformational Journey The Future of Nursing: Leading Change, Advancing Health Leading Change in Healthcare: Transforming Organizations Using Complexity, Positive Psychology and Relationship-Centered Care Leading Strategic Change in an Era of Healthcare Transformation (Management for Professionals) Leading Physicians through Change : How to Achieve and Sustain Results Culture Change in Elder Care:Leading Principles & Practices in Elder Care Vol. 2 Influencer: The New Science of Leading Change, Second Edition Influencer: The New Science of Leading Change Leading Change, With a New Preface by the Author Leading the Lean Healthcare Journey: Driving Culture Change to Increase Value Who Says Elephants Can't Dance?: Leading a Great Enterprise through Dramatic Change Leading Change Organization Development: The Process of Leading Organizational Change

Dmca