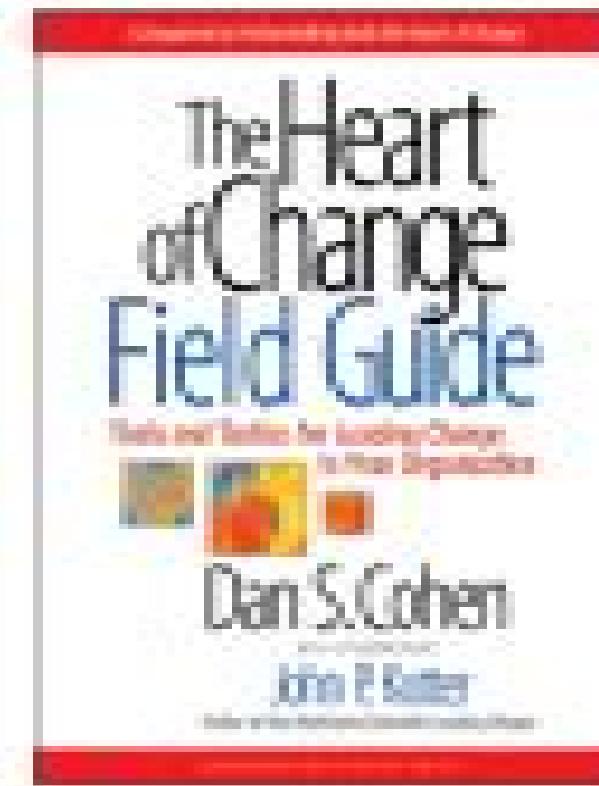
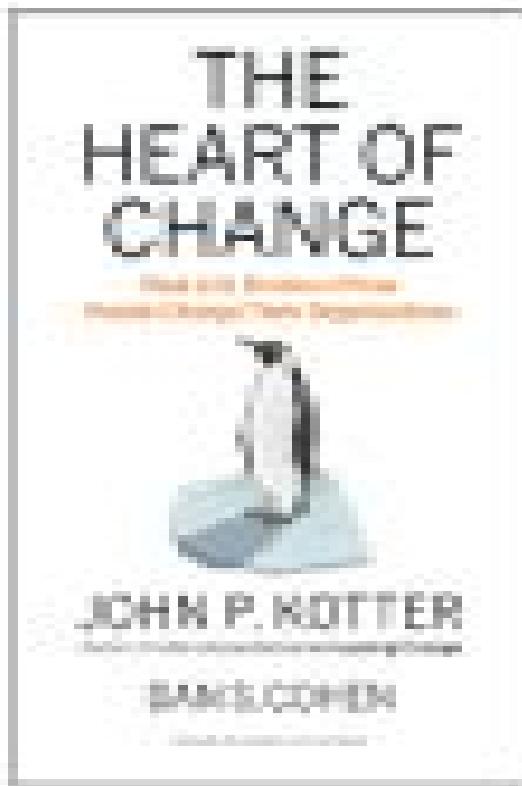


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Media,2022-04-15T22:59:00Z Please note This is a companion version not the original book Sample Book Insights 1 The four behaviors that commonly stop needed change are complacency immobilization you can t make me move deviance and a very pessimistic attitude People do not look carefully at the evidence and start moving instead holding back or complaining if others initiate new action 2 The approach in Bosses Approval assumed that these behaviors and feelings weren t present in the organization or wouldn t be relevant once the management committee approved the change These are huge assumptions and they were proven wrong in Approval 3 A customer was upset with the quality of the product he received from our company The company sent a video camera to record his conversation with our employees and the employees were shocked by the negative feedback 4 The central challenge in step 1 is getting off the dime The histories behind Bosses Approval and Videotaping share many common elements but look how radically different the stories are **Change** John P.

Kotter,Vanessa Akhtar,Gaurav Gupta,2021-05-04 Transform your organization with speed and efficiency using this insightful new resource Incremental improvement is no longer sufficient in helping organizations navigate the complexity uncertainty and volatility of today s world In Change How Organizations Achieve Hard to Imagine Results in Uncertain and Volatile Times authors John P Kotter Vanessa Akhtar and Gaurav Gupta explore how to create non linear dramatic change in your organization You ll discover the emerging science of change that teaches us about how to build organizations from businesses to governments that change and adapt rapidly In Change you ll discover Why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged In depth evidence based actionable solutions for dealing with institutional resistance to change Case studies and success stories that describe organizations who have successfully built the ability to change quickly into their DNA A universal approach for how to dramatically improve outcomes from various change efforts including strategy execution digital transformation restructuring and more Perfect for managers executives and leaders at companies of all types and sizes Change will also prove to be a valuable asset to other professionals who serve these organizations This book is for anyone seeking a proven approach for delivering fast sustainable and comprehensive results **The Heart of Change** ,2002

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