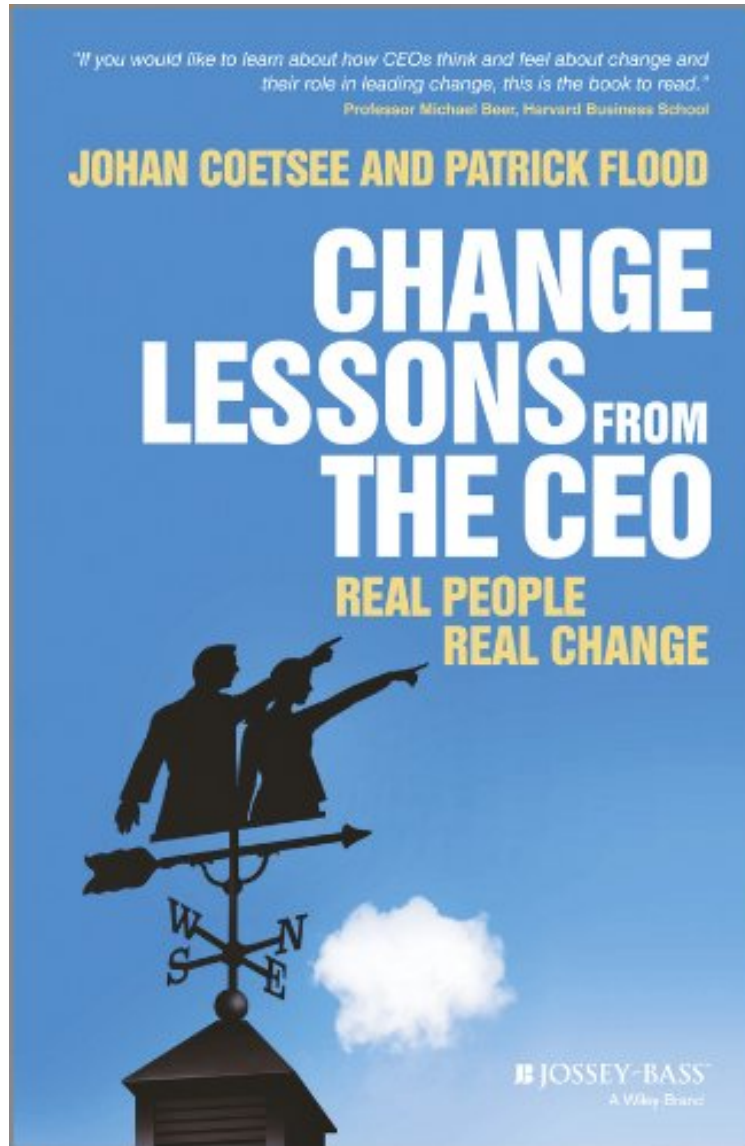


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Change Lessons from the CEO: Real People, Real Change

Patrick C. Flood, Johan Coetsee

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Patrick C. Flood, Johan Coetsee : Change Lessons from the CEO: Real People, Real Change before purchasing it in order to gage whether or not it would be worth my time, and all praised Change Lessons from the CEO: Real People, Real Change:

0 of 0 people found the following review helpful. A significant blend of practioner and theoretical perspectives on organizational change.By SteveAs a person who has lectured and participated in public and private organizational change efforts I so wish this book had been available for me to use back then. The book summarizes all of the significant research and theoretical writings on the subject of organizational change that I was familiar with but greatly

enhances this material with the insights and perspectives of the CEOs interviewed for this book. Each of the seven chapters focuses on a critical aspect of successful organizational change. Each has its own set of references and its own lists of useful insights and perspectives on the topic. I certainly appreciated the expression of such insights in behavioral terms all of which are compatible with basic psychological knowledge and experience. The authors who are quite credible on this subject offer insightful conclusions for each chapter. In a time of unprecedented change for all types of organizations and given the fact that, as the authors point out most change initiatives fail, this book will be useful to all managers, change consultants, and students interested in this topic. I of 1 people found the following review helpful. Food for Thoughtful Practitioners By mirmba A thoughtful, yet pragmatic insight into the challenges of leadership and bringing personal experience and integrity to the top table: easy to read, with very useful summaries at the end of each chapter which capture the essential learning within. This book makes excellent reading for those studying leadership or organisational behaviours; it would be invaluable for those who aspire towards leadership roles; I would go so far as to say it makes essential reading for those who are already in leadership roles, if only as a 'sense check' or challenge as to whether they are fully authentic and effective in those roles.

"5 stars: Exceptional, a must read for any manager or leader" — Sarah Stocks, Chartered Management Institute (CMI) "This book is a highly effective, meaningful and user-friendly guide for anyone trying to manage change in a modern organisation today" — in Management magazine "If you are looking for a book to give you some hints and tips as to how to manage change better, this will be able to do this. [...] There are some great insights for anyone who is responsible for leading change" — Kyomi Wade, Dialogue Review Real stories from real CEOs on implementing successful change initiatives in any organization Change is difficult. In large organizations with established cultures, managing change can be one of the biggest challenges for business leaders and managers. Using a wealth of real stories from real CEOs on how they managed major change initiatives — and the lessons they learned along the way — Change Lessons from a CEO gives professionals and business students powerful and effective guidance on successfully managing change initiatives in any organization. The book's uniquely flexible approach lets readers build their own models for change based on their unique organizational structure, culture, and situation. Throughout, the book emphasizes the importance of authenticity in the change leader's role and how to manifest that authenticity throughout a change initiative. With examples and case studies from multinational corporations, non-governmental organizations, and small and medium-size businesses, this book is a valuable tool for leaders of any organization of any size. Offers real-world insight from CEOs and leaders Ideal for CEOs, managers, leaders of non-profit organizations, consultants, and students in business programs Includes case studies and first-hand accounts of successful change initiatives in a wide range of businesses and organizations of all sizes Change is inevitable. Managing change initiatives successfully can be the difference between organizations and teams that thrive and those that come apart at the seams. For business leaders and students, this book offers practical and proven guidance for doing change right.

5 stars: Exceptional, a must read for any manager or leader (Chartered Management Institute, March 2014) this book is a highly effective, meaningful and user-friendly guide for anyone trying to manage change in a modern organisation today. (in Management, Spring 2014) About the Author Dr W.J. Coetsee is a highly experienced teacher, researcher and consultant with 20 years international experience in change management. He is noted for his entertaining lectures and ability to link up scholarly theory (i.e. Organizational Behaviour, and Change management) with business practice, analyzing problems and developing cutting-edge organisational development solutions. An international speaker, he has presented his approach and assessment tools at conferences and workshops in USA, UK and Ireland. At the Executive and Development Centre at Newcastle Business School his main training focus is on authentic leader development; designing and implementing insight tools; and change management interventions. He teaches on Executive MBA programmes in leadership and change; organizational behaviour, international HRM, at the Corporate and Executive Development Centre, Newcastle Business School, City Campus East Newcastle upon Tyne. Patrick C. Flood is Professor of Organisational Behaviour and Head of the HRM and Organisational Psychology Group at Dublin City University. He joined DCU in 2007 and is a frequent contributor to Executive Education programmes on leadership and change management. He currently holds affiliations at the Judge Business School, University of Cambridge, and Northeastern University, China. Patrick has taught extensively on executive and management development programmes in North America, Europe and Ireland. He has taught change management at London Business School, University of Maryland, Syracuse University, Australian Graduate School of Management, Rotterdam University, Vlerick-Leuven Business School as well as some 30 private and public sector companies including Pirelli (Milan). He currently holds affiliations at the Judge Business School, University of Cambridge, and Northeastern University, China.