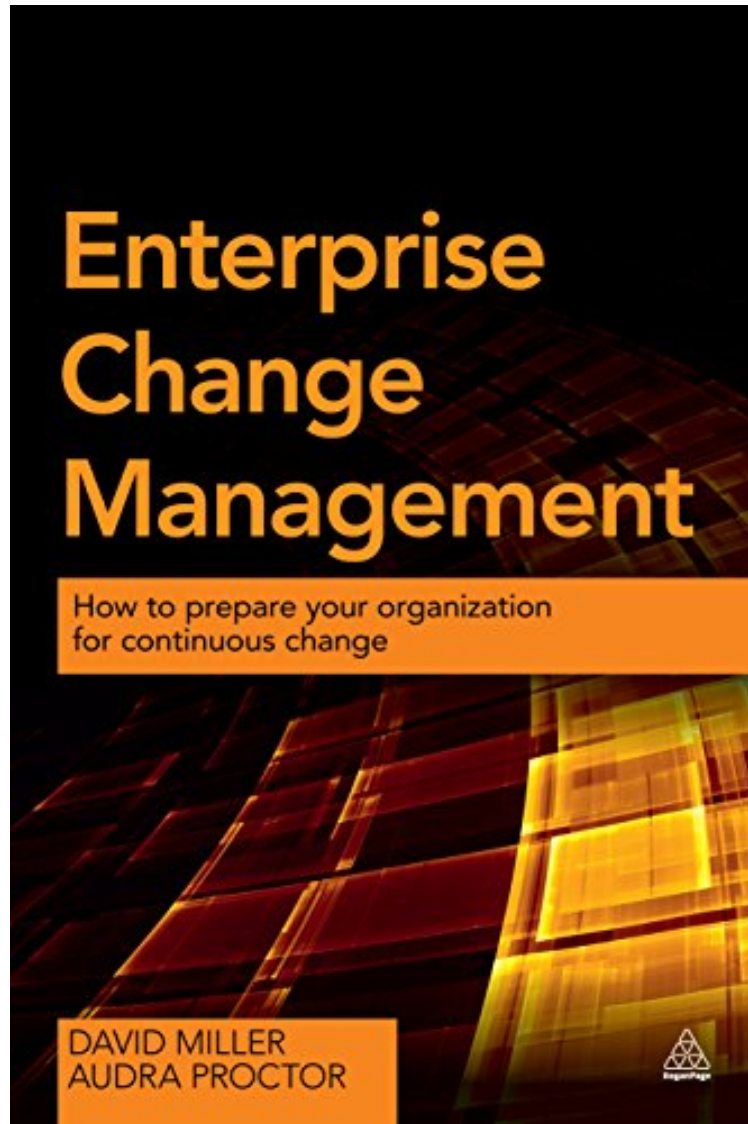


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Enterprise Change Management: How to Prepare Your Organization for Continuous Change

David Miller, Audra Proctor

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David Miller, Audra Proctor : Enterprise Change Management: How to Prepare Your Organization for Continuous Change before purchasing it in order to gauge whether or not it would be worth my time, and all praised Enterprise Change Management: How to Prepare Your Organization for Continuous Change:

0 of 0 people found the following review helpful. Good read By DarrenIngram_dot_com Everything seems to be in an almost permanent state of change in our life, with business being no exception. Yet many companies seem ill-prepared to cope with even planned change, let alone with what appears to be near-continuous change. This book sets out to help

organisations cope with change, as well as guide them to benefitting from the advantages that it may bring. Change management is the mantra de jour and the authors use a practical roadmap, based on extensive research, to help the reader manage and embrace this change within their own company. Five so-called core capabilities - adaptive leadership, executing single changes effectively, managing the demand for change, hiring resilient people and creating the context for successful change; are brought to the fore to bolster the necessary change management programme. It all sounds confusing and, of course, it is not a simple "walk in the park"; but this well-written, methodical and engaging book helps lift the clouds of confusion away. You have to put in the effort to hopefully get the expected returns. In some ways it is a bit of a shame as this book might be pigeon-holed to a certain group within a company, such as the senior leadership team, whereas much of its knowledge could be equally useful in other areas, at least on a peripheral level, such as IT and HR. After all, change will affect every department to a varying degree. The ability to adapt to change and actively seek to benefit from it is a key competitive advantage today. Companies that fail to keep up might not be around in the long-term or they can be a shadow of their former self. Globalisation and a much faster pace of business life take no prisoners. Being critical, the book seemed to suffer from a lack of identity and mixed style at times. A little more polish might be in order. As you focus on the book little things like this seem to jump out, making it feel a little jarring. That said, it is just a minor thing in the grand scheme of things, but an undesirable oversight nonetheless. It still is a very good read and a read that might save your company's future.

One of the biggest challenges facing organizations today is the ability to deliver the necessary change to sustain competitive advantage and adapt to economic and market environments. However, the gap between what organizations would like to deliver and their capabilities to do so is getting increasingly wide. Enterprise Change Management provides a practical roadmap for bridging this gap to help organizations build the sustainable capabilities to implement a portfolio of changes. Based on research on change performance from over 300 organizations and 400,000 data points over a 21-year period, Enterprise Change Management will help diagnose the root causes of the organizational change gap, manage demand for change and create the context for successful continuous change in the organization. This book introduces five core capabilities - adaptive leadership; executing single changes effectively; managing the demand for change; hiring resilient people and creating the context for successful change. Frameworks, processes and tools help readers assess change capabilities and then create a strategy to close the change gap and improve performance in their organization.

"Given today's turbulent business world, continuous organizational change is now the norm. That's why this book makes such a timely and distinctive contribution. Rich in experience-based insights, practical frameworks and tools, the book will equip change leaders to build their organizations' resilience and internal capabilities to sustain change in an increasingly dynamic environment."