Leading Change Ase

This third edition of the bestselling textbook Science 5–11 has been fully updated to provide a synthesis of research and best practice in teaching and learning that focuses on successful ways to engage and motivate young scientists. Responding to the new curriculum, particularly 'Working Scientifically', this edition now includes: New sections on whole-school assessment, mentoring, transitions and a topics-based approach. Reference to the 'big ideas' of biology, chemistry and physics with chapters clearly related to this new subject structure. Updated tables of progression in each topic area and reference to cross-curricular contexts. New self-assessment questions for teachers, the option for higher-level thinking and further reading. An updated chapter on subject leadership with an increasing emphasis on monitoring progress. Bringing together research undertaken from a range of activities in the field, this book forms a comprehensive and clear guide, outlining the subject knowledge that a teacher needs, the curriculum requirements and the best ways to go about teaching. A practical guide ideal for students, trainees, mentors and other practising teachers, the book provides information on appropriate science topics for Key Stage 1 and 2.

A teaching case focusing on how different leaders at a legacy institution implemented and directed change. The goal of this case is to prompt students to: assess the potential and limits of a leader's role, identify personal skills needed to make the most of opportunities, and to be cognizant of the emotional and psychological dimensions involved in a change project.

"When people are committed to gender equality, what gets in their way of achieving it? Why do well-intentioned people reinforce sexist outcomes? Why does dissonance persist between organizational actors' good intentions of equality and sexist outcomes? This book provides answers to these questions by applying the critical lens of gendered organizations to moderate-liberal congregations that separated from their mainline denomination in support of women's equal leadership yet remain predominately male in positions of authority. This critical methodological study investigates congregations affiliated with the Cooperative Baptist Fellowship (CBF) with some dually aligned with The Alliance of Baptists. Although the CBF identifies the equal leadership of women as a core component of its collective identity and women are enrolling in Baptist seminaries at almost equal rates as men, only five percent of CBF congregations employ women as solo senior pastors. This book provides an organizational analysis investigating gendered congregational processes on the individual, interactional, and organizational levels including themes such as gendered hiring criteria, a perceived incongruence of women's bodies and leadership, unconscious biases of organizational actors, and how women pastors' experiences of discrimination influence their more risky approaches to leadership"--

This guide identifies the characteristics of resilient learning communities, revisits schools from the first edition, and offers case studies, sample questionnaires, strategies, and tools for self-evaluation.

The Educators' Guide to Whole-school Wellbeing addresses challenges faced by schools wanting to improve wellbeing. While many schools globally now understand the need to promote and protect student wellbeing, they often find themselves stuck – not knowing where to start, what to prioritise, or how to implement whole-school change. This book fills that gap. This book provides companionship through rich stories from schools around the world that have created wellbeing practices that work for their schools. It guides educators through processes that help create individualised, contextualised school wellbeing plans. With chapters addressing 'why wellbeing?', 'what is "whole school?"', change dynamics, measurement, staff wellbeing, coaching, cultural responsiveness, and how to build buy-in, it is the first of its kind. Balancing research and practice for each topic with expert practitioner and researcher insights, this book gives schools access to best-practice guidance from around the world in a user-friendly format, designed for busy educators. What sets the authors apart from the many school wellbeing practitioners globally is their substantial experience working alongside diverse school groups. While many have experience in one school, few work across a multitude of very different schools and clusters, giving these practising academics a unique appreciation for effective, cross-context processes.

This edited collection uses a biblical lens to explore how to lead effectively and grow in a crisis situation. The chapters examine topics such as communicating through crisis, developing organizations and leaders through crisis, personal crisis and leadership development, and ethics and morality in crisis. Case studies include David's response to Goliath's challenge, Joseph's leadership and management of Egypt, and the team leadership and resilience of Esther and Mordecai in navigating a possible Jewish genocide.This book makes a unique contribution to the crisis leadership literature by examining the topic from a Christian perspective and will foster future research into the role of spirituality in organizational crisis.

Leading ChangeHarvard Business Press

This extremely successful book, already in use on courses in hardback, is now being made available in paperback. Based on a major in-depth study of four UK industry sectors, the book provides an authoritative and searching analysis of how UK companies manage strategic change and how it effects their competitive performance.

Fire and Emergency Service Administration provides an overview of the organization and management of a fire department and the relationship of agencies to the fire service. This text is primarily designed for use in Fire Science, Emergency Medical, and Emergency Preparedness programs at both the Associate and Baccalaureate levels. It can be used for self study or as a supplemental text. As a college text, it would be of interest to students in Fire Administration I, Advanced Fire Administration, and Personal Management for the Fire Service courses, as outlined in the FESHE curriculum.

This book provides readers with insights into how Singapore school leaders are actively engaged in the transformation of the Singapore education system. It brings to attention crucial elucidations of the increasing demand and complexity placed on school leaders through the use of case studies. Each chapter in the book focuses on a particular issue which has become important or has gained renewed importance in the Singapore education system. The chapters first provide a background to the theme under examination and a theoretical basis for discussion. They then narrate the case that shows how school leaders interpret and implement policy initiatives in their respective schools or lead change in that area. The case studies span over a wide range of domains such as instructional leadership, assessment leadership, stakeholder engagement, professional learning communities, and school branding. The data collected from these case studies came primarily from interviews of educators in their respective school contexts, in addition to other sources of data such as artifacts. Each case study highlights descriptions, interpretations, and perspectives across school contexts, which is consistent with the proposition that school leadership is very much shaped by context. At the end of each chapter, there are guiding questions to help readers critically analyse and reflect on the main learning points of the case.

Changemaking takes a fresh look at managing change. Focusing on tactics rather than strategy, the book is for those who carry out the practical day-to-day work of supporting and sustaining change. It focuses on the details, and provides the needed toolkit: materials that readers can refer to, draw on, and adapt. These include checklists, templates, questionnaires, tactics, FAQs, talking points, e-mails, and other resources. Short case histories illustrate what can go wrong and how it can be made to go right. The book provides a framework of seven factors that summarize the conditions, resources, and processes that support successful change. It also offers specific guidance on processes that are often employed to move a change initiative forward, including making the case for change, managing employee focus groups, and developing FAQ (Frequently Asked Question) guides. The 50 resources are designed to provide a starting-point for readers to adapt and use in their own organizations. Develop the materials to reflect your own goals and needs, and deploy them as you support your

own change initiative

Managing Change: A Critical Perspective explores how and why change occurs in organizations and how the change process can be managed effectively. Complete with an appendix featuring twenty popular change management techniques, it is an ideal core textbook for change modules on HR and business degree programmes at both undergraduate and postgraduate level. It offers a critical perspective, challenging the main assumptions and ensuring that the complexity of the subject is understood and appreciated. This fully updated 2nd edition of Managing Change: A Critical Perspective includes new chapters on perspectives, power and politics, ethics, agents and agency, HRM and evaluation. Its revised structure reflects strategic, group and individual change, and a revised final chapter evaluates the practice and theory of change management. Online supporting resources include annotated weblinks for students, an instructor's manual complete with commentary on questions and cases in the book and lecture slides and additional case studies for tutors.

The new edition of the best-selling guide for powerful, morally-grounded change leadership in any organization. Change is an inevitable, essential part of the modern world. Change prevents stagnation, fosters creative solutions, and propels innovation. With change comes challenges: to survive and prosper, organizations need to adapt to shifting market dynamics, volatility in the public arena, disruptions brought on by new technologies, and many more. Leaders need to understand the dynamics of change to cope with the complexities of the change process. Leading in a Culture of Change describes the key dimensions of leadership that are crucial in times of change. This innovative guide helps readers master the five components of change leadership—moral purpose, understanding change, building relationships, creating and sharing knowledge, and creating coherence—and mobilize others to accomplish shared goals in often difficult conditions. Extensively revised and updated throughout, this market-leading book continues to help leaders from across sectors understand the dynamics of change and navigate the end-to-end change process. The second edition is now thoroughly grounded in the various forms and interpretations of successful change and includes more precise definitions of the core competencies of change, contemporary case studies of their development and practical application, and increased guidance on their effective use through new concrete examples. Combining knowledge from the worlds of education and business, this unique book will help you: Integrate proven, time-tested methods of education reform and the most current insights in leadership and organizational change Develop and implement positive, sustained systematic change strategies in any organization Increase performance, optimize learning, and improve leadership Understand the key principles of leading change through specific, real-world examples Embrace a morally-grounded process of effective organizational change Leading in a Culture of Change is an indispensable source of information for leaders in business, non-profit, and public sectors seeking to understand, influence, and lead the change process.

"At the very time the need for effective leadership is reaching critical proportions, Michael Fullan's Leading in a Culture of Change provides powerful insights for moving forward. We look forward to sharing it with our grantees." --Tom Vander Ark, executive director, Education, Bill and Melinda Gates Foundation "Fullan articulates clearly the core values and practices of leadership required at all levels of the organization. Using specific examples, he convinces us that the key change principles are equally critical for leadership in business and education organizations." --John Evans, chairman, Torstar Corporation "In Leading in a Culture of Change, Michael Fullan deftly combines his expertise in school reform with the latest insights in organizational change and leadership. The result is a compelling and insightful exposition on how leaders in any setting can bring about lasting, positive, systemic change in their organizations." --John Alexander, president, Center for Creative Leadership "Michael Fullan's work is remarkable. He masterfully captures how leaders can significantly improve their learning and performance, even in the uncontrollable, chaotic circumstances in which they practice. A tour de force." --Anthony Alvarado, chancellor of instruction, San Diego City Schools "Too often schools and businesses are seen as separate and foreign places. Michael Fullan blends the best of knowledge from each into an exemplary template for improving leadership in both." --Terrence E. Deal, coauthor of Leading with Soul Business, nonprofit, and public sector leaders are facing new and daunting challenges--rapid-paced developments in technology, sudden shifts in the marketplace, and crisis and contention in the public arena. If they are to survive in this chaotic environment, leaders must develop the skills they need to lead effectively no matter how fast the world around them is changing. Leading in a Culture of Change offers new and seasoned leaders' insights into the dynamics of change and presents a unique and imaginative approach for navigating the intricacies of the change process. Michael Fullan--an internationally acclaimed expert in organizational change--shows how leaders in all types of organizations can accomplish their goals and become exceptional leaders. He draws on the most current ideas and theories on the topic of effective leadership, incorporates case examples of large scale transformation, and reveals a remarkable convergence of powerful themes or, as he calls them, the five core competencies. By integrating the five core competencies--attending to a broader moral purpose, keeping on top of the change process, cultivating relationships, sharing knowledge, and setting a vision and context for creating coherence in organizations--leaders will be empowered to deal with complex change. They will be transformed into exceptional leaders who consistently mobilize their compatriots to do important and difficult work under conditions of constant change.

Featuring both research findings and practical recommendations, this book presents an innovative framework for nurturing leadership in the care and education of young children. Early educators are often seen as the objects of change, rather than the architects and co-creators of change. Douglass calls for a paradigm shift in thinking that challenges many long-held stereotypes about the early care and education workforce's capacity to lead change. Case studies show how educators use their expertise every day to make a difference in the lives of children and families. These accounts demonstrate concrete strategies for expanding current thinking about who can be leaders for change and for developing more inclusive pathways for leadership. This book has the potential to revolutionize the field with a new model for developing and nurturing innovative, entrepreneurial, and skilled early educator leaders capable of driving transformative change—from classrooms and home-based programs to communities and beyond. "Douglass boldly calls for a re-envisioning of access to leadership in early care and education." —From the Foreword by Lea J. E. Austin, co-director, Center for the Study of Child Care Employment "Provides a new and motivating lens for improving early childhood education 'on the ground.' This is a welcome and significant contribution to the field." —Stacie G. Goffin, principal, Goffin Strategy Group "Offers a new framework for thinking about leadership development, including research findings and practical recommendations to create clear pathways and a supportive ecosystem." —Marilou Hyson, consultant, Early Childhood Development and Education

Conquer the most daunting change initiative with the right people, tools, and strategies. James Dallas' Mastering the Challenges of Leading Change is an informative, insightful guide to effectively leading the transition through change. While most change management books present case studies about what happened at other companies, this book is based on the author's own experiences managing over 10 transformational and turnaround initiatives, 15 acquisition integrations, and 5 operations/quality shared services centers of excellence. By relating personal lessons learned, how they were subsequently applied, and how you can benefit from them, this book provides a unique first-hand perspective on successful agents of change. You'll learn the qualities and skills required to usher in the new paradigm, and how to break a large initiative into manageable chunks that are more likely to proceed as planned. By crafting your strategy based on proven methods, you're far and away more likely to meet or even exceed your change objectives. The majority of change initiatives fail because people mistakenly think that a change agent is the same as a project leader. They're not. This book shows you why, and how get the tools, strategies, and people you need at the helm of your initiative to come out the other side much stronger as an organization. Learn the critical skills required for effective change management Assess the difficulty and politics of a change initiative Choose the right people to help implement the change See past obstacles and lead effectively in a crisis Change is occurring within and across all industries, countries, and

organizations. They begin with the best of intentions, but most fail to meet their objectives. Don't let your organization be one of the failures. Mastering the Challenges of Leading Change shows you how to plan, lead, and manage a successful transition.

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

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.

After early successes in a very selective management-training program, Daniel Oliveira, a young manager for Brazilian fashion chain Clothes & Accessories, is thrown into the deep end of the pool by being reassigned to a region lagging in sales. Early on, Oliveira discovers that his store, located in mid-sized Vitria in southeastern Brazil, is in trouble. As soon as he tries to make changes, however, he meets with resistance from long-term employees. The case details his pitfalls and growing awareness of the complexities of leading a diverse workforce and managing change

An unorthodox approach to leadership draws on history, moral and political philosophy, and a wide range of practical experience, maintaining that the only effective leaders are those with moral purpose who respect those they lead.

Leading Change in the Early Years focuses on the type of leadership skill needed for leading the reform and change agendas that challenge the early years sector. Early years professionals are expected to implement a range of government initiatives, as well as professionally endorsed changes, aimed at raising the quality of early years provision. The ease and success with which such initiatives are implemented relies on the competent leadership of change, that is, knowledge, understanding and expertise in encouraging, supporting and working with everyone involved with implementing and sustaining change. This resource helps to unpick the principles, processes and practice of effecting change and offers early years professionals a practical guide to the important elements relevant for meeting the political agenda for quality improvement and the professional challenge of effecting responsible change. Key content includes: the link between competent leadership and successful change dimensions, models and processes of change leadership skills for effecting change strategies for reducing reluctance and resistance This book is ideal for early years leaders who understand the general principles and practice of leadership, but who are interested in exploring and expanding their understanding and expertise in leading reform and change. Jillian Rodd is an educational and developmental psychologist and has published widely in the early childhood field throughout the world. This is a powerful text that utilises the voices of early years leaders to clearly articulate the challenges of leading change and demonstrate how the sector is rising to that challenge. It is, therefore, an excellent and vital resource for all working in the early years sector and comes at absolutely the right time as the pace of change in the sector continues to be fast flowing. This book comprehensively and accessibly draws together theory and practice enabling a thorough exploration of the subtle nuances within current debates as to the interrelationship and interaction of leadership and change. The closing thoughts at the end of each chapter are inspired; not simply a summary of the chapter, but an opportunity to underline the importance of key issues. The constructive and helpful strategies offered throughout the text give considerable support for those charged with leading change in the early years sector and, consequently, should be on the bookshelf of every early years setting. Dr Caroline Leeson, Associate Professor of Early Childhood Studies, Plymouth University In a constantly changing world strong leadership and change management skills become of paramount importance and there is an increasing expectation that early years professionals are able to negotiate these domains. This text draws on research evidence and case studies from practice to support those dealing with change on a daily basis. By encouraging early years professionals to draw on their skills of leadership and interpersonal relationships, Jillian provides clear strategies to enact change. This is a 'must have' book for all those working in the Early Years. Nikki Fairchild, Early Years Initial Teacher Training Programme Coordinator, University of Chichester At a time when early years practitioners everywhere are feeling pressure to respond to the children's policy agenda, this accessible guide offers support in implementing and sustaining change. Underpinned by theoretical models, Rodd explores the relationship between leadership and quality and identifies the dynamics of change within the processes of leadership. The text is complemented by comments from a wide of practitioners illustrating how professionals in different contexts experience and respond to the complexity of change. Rory McDowall Clark, Senior Lecturer in Early Childhood, Worcester University Jillian Rodd gives a contemporary view of leadership and change incorporating the latest research from the early years sector. Practitioner voices are evident throughout the book and bring the text to life, helping to contextualise theory explained in the chapters to real issues practitioners encounter in everyday practice. The book provides insight to the complexities of leadership and change, essential understanding for both early years students and practitioners. Natalie Canning, Lecturer in Education - Early Years, The Open University This latest book from Jillian Rodd is timely as early childhood services continue to respond to the demands of policy and funding changes arising from continuing government interest in the early years. Another important application lies in responding to complexity arising from diverse communities and the challenges of improving and developing pedagogy and curriculum to enhance each child's learning and wellbeing. Currently there is little available that specifically addresses change in the early years. 'Leading change in the early years' progressively develops an argument that change is complex and multi-faceted, conceptualising change as encompassing quality improvement as a core function of early years services rather than as a special event to be managed. The role of leadership is presented as embedded within change where multiple leaders have responsibilities to contribute to change through building professional relationships that support collective endeavours within services. In recognising the complexity of change the work draws on current research offering comprehensive coverage of the issues and significant factors associated with change, including the importance of establishing and nurturing a culture of learning within a service. This latest work is very accessible and will be invaluable for existing early childhood

leaders, aspiring leaders and tertiary students. I have no doubt this book will be valued as a companion to the acclaimed Leadership in Early Childhood now in the 4th edition. Kaye Colmer, CEO Gowrie SA Change is the big 'c' word in contemporary educational environments. Information overload, turbulence and complexity characterise our everyday practice and our paths up ahead. The inevitability of change means we must be prepared and can be proactive in responding to external drivers, as well as in initiating reform. Most of all we must be willing to learn and to grow in our thinking. In this book, Jillian Rodd, a pioneer leadership researcher is once again, on the front foot, engaging early childhood readers with inquiry, insights and innovation. Rodd's approach to leading change makes it possible to embrace challenges as opportunities. This book is a 'must read' for intentional leaders seeking practical strategies for the everyday realities of early childhood settings. Manjula Waniganayake (PhD), Associate Professor at the Institute of Early Childhood , Macquarie University

CHANGE YOUR COMPANY. CHANGE THE LIVES OF OTHERS. CHANGE THE WORLD. An INFLUENCER leads change. An INFLUENCER replaces bad behaviors with powerful new skills. An INFLUENCER makes things happen. This is what it takes to be an INFLUENCER. Whether you're a CEO, a parent, or merely a person who wants to make a difference, you probably wish you had more influence with the people in your life. But most of us stop trying to make change happen because we believe it is too difficult, if not impossible. We learn to cope rather than learning to influence. From the bestselling authors who taught the world how to have Crucial Conversations comes the new edition of Influencer, a thought-provoking book that combines the remarkable insights of behavioral scientists and business leaders with the astonishing stories of high-powered influencers from all walks of life. You'll be taught each and every step of the influence process--including robust strategies for making change inevitable in your personal life, your business, and your world. You'll learn how to: Identify high-leverage behaviors that lead to rapid and profound change Apply strategies for changing both thoughts and actions Marshal six sources of influence to make change inevitable Influencer takes you on a fascinating journey from San Francisco to Thailand to South Africa, where you'll see how seemingly "insignificant" people are making incredibly significant improvements in solving problems others would think impossible. You'll learn how savvy folks make change not only achievable and sustainable, but inevitable. You'll discover breakthrough ways of changing the key behaviors that lead to greater safety, productivity, quality, and customer service. No matter who you are or what you do, you'll never learn a more valuable or important set of principles and skills. Once you tap into the power of influence, you can reach out and help others work smarter, grow faster, live, look, and feel better--and even save lives. The sky is the limit . . . for an Influencer. PRAISE FOR INFLUENCER: "AN INSTANT CLASSIC! Whether you're leading change or changing your life, this book delivers." -- Stephen R. Covey, author of The 7 Habits of Highly Effective People "Ideas can change the world—but only when coupled with influence--the ability to change hearts, minds, and behavior. This book provides a practical approach to lead change and empower us all to make a difference." -- Muhammad Yunus, Nobel Peace Prize Winner "Influencing human behavior is one of the most difficult challenges faced by leaders. This book provides powerful insight into how to make behavior change that will last." -- Sidney Taurel, Chairman and Chief Executive Officer, Eli Lilly and Company "If you are truly motivated to make productive changes in your life, don't put down this book until you reach the last page. Whether dealing with a recalcitrant teen, doggedly resistant coworkers, or a personal frustration that 'no one ever wants to hear my view,' Influencer can help guide you in making the changes that put you in the driver's seat." -- Deborah Norville, anchor of Inside Edition and bestselling author

Organizational Change is a complex yet essential process for growth and development in business. The second edition of this insightful book examines the nature of this critical process in the light of the rapid changes in the business environment and intense global competition. The author revisits fundamental concepts, as well as presents new ideas, activities, and processes associated with how to plan, implement and manage effective transformational change. The book highlights: - The nature and process of transformational change and the paradigms basic to the change process - The basic concepts and strategic leverages of change - The need for and ways of aligning current tasks, systems, processes, and culture with organizational goals - The support systems required for change and the need to develop and maintain these systems - Ways of tuning organizations for change - Managing change through people by optimizing individual and group efforts Supported by numerous case studies and written in a lucid and reader-friendly style, this book will be a definitive guide for students, scholars, and practitioners.

Drawing on research into leadership and emotional intelligence, this book presents a framework that can lead to effective change implementation. Set against a backdrop of increasing complexity, volatility and uncertainty, the book responds to the need for organisations to continuously change and transform, and addresses the real challenges of effective implementation. Exploring these concepts at individual, team and organizational levels, Leading with Emotional Intelligence recognises the complexity of the topic and combines rigour with relevance to underpin the framework with empirical evidence.

Red, White and Radical explores how and why America has become so conservative since World War II. In the process, it offers lessons that professional leaders, regardless of their political stance, should heed if they want their organisational change plans to succeed. Over the past 70 years, a motley crew of suburban activists, libertarian businessmen and political opportunists have radically changed America and its national values. The rise of American conservatism is the greatest modern example of cultural change in the Western world. How did they do it – and what can we learn from this? Red, White and Radical is a manual for organisational change. It tells nine stories from American cultural, political and business history that illuminate how conservatives have pioneered change. From these stories, it extracts a change management lesson for professional leaders and explains how to apply that lesson in the workplace. These nine lessons are organised into a clear change framework: understanding and motivating people communicating with emotion and authenticity building teams and networks that can deliver lasting change. Along the way you'll also learn: how Marlboro became the world's biggest cigarette brand why conservatives love Ronald Reagan but despise Richard Nixon the origins of the social media echo chamber how Silicon Valley learned to lobby the secrets of Donald Trump's populist X Factor. Red, White and Radical is not for the faint of heart. If you're a passionate business leader who relishes the challenge of delivering true organisational change for the better, then this book is for you.

"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" —inManagement 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.

This book proposes that organizational policies are what ensure the institutionalization and sustainability of futures thinking in organizations. It presents several case studies from corporations and other institutions that describe effective use of foresight methods and internal policies to respond to rapid change. The case studies address changing trends in technology, globalization and/or workforce diversity, and the impact on the economic and political well-being of the organization. The editors also develop an organizational capability maturity model for futures thinking as well as providing questions for discussion that promote critical review of each case chapter. This book will inform scholars and organizational leaders how best to utilize foresight methodologies and organizational policies to sustain successful management strategies within futures thinking organizations. Chapter 9 is available open access under a Creative Commons Attribution 4.0 International License via link.springer.com.

For more than 40 years, Computerworld has been the leading source of technology news and information for IT influencers worldwide. Computerworld's award-winning Web site (Computerworld.com), twice-monthly publication, focused conference series and custom research form the hub of the world's largest global IT media network.

Whistleblowers are necessary to introduce change into a company when wrongdoings are identified. They are the first employees within a company, who witness and show wrongdoings that arise in the everyday dealings of a company. However, they are often ignored by their colleagues, supervisors and the company. Within this research the issues that arise from neglecting the information provided by whistleblowers and ignoring the wrongdoing is illustrated using the case of "de Nederlandse Zorgautoriteit", henceforth NZA. It will be shown, which the key variables related to whistleblowing are, from the perspective of a potential whistleblower as well as from a company's perspective. Finally, it is concluded what went wrong in the NZA case and recommendations are provided.

Strain imaging (also known as speckle-tracking echocardiography or STE) is a rapidly growing, affordable, and versatile cardiac imaging technology of great interest to clinicians in both inpatient and outpatient settings. ASE's Comprehensive Strain Imaging is the first reference designed to help you master a wide range of strain imaging/STE applications, including screening, diagnosis, treatment, and follow up. Written and edited by a team of international experts from the American Society of Echocardiography (ASE), this new resource provides the information you need to optimize imaging acquisition and analysis using this important new echocardiography method. Covers step-by-step techniques on how to use strain imaging with expert tips on nuances, pitfalls, and clinical decision making. Discusses the growing range of strain imaging applications for assessing diastolic function, atrial function, heart failure, arterial disease, valve disease, hypertrophy, and other common cardiovascular conditions. Provides up-to-date information on screening and follow up of patients who receive cardio-toxic oncologic agents during cancer treatment and evaluation of patients with cardiomyopathy, heart failure, arterial disease, valve disease, implantable pacemakers, pericardial disease, hypertrophy, ischemic disease, and chest radiation. Includes more than 150 images using the latest strain imaging technology, as well as videos that depict evaluation and monitoring of patients with cardiomyopathies. Addresses future applications, including elastography.

An event-by-event look at how institutionalized racism harms the health of African Americans in the twenty-first century A crucial component of anti-Black racism is the unconscionable disparity in health outcomes between Black and white Americans. Sickening examines this institutionalized inequality through dramatic, concrete events from the past two decades, revealing how unequal living conditions and inadequate medical care have become routine. From the spike in chronic disease after Hurricane Katrina to the lack of protection for Black residents during the Flint water crisis—and even the life-threatening childbirth experience for tennis star Serena Williams—author Anne Pollock takes readers on a journey through the diversity of anti-Black racism operating in healthcare. She goes beneath the surface to deconstruct the structures that make these events possible, including mass incarceration, police brutality, and the hypervisibility of Black athletes' bodies. Ultimately, Sickening shows what these shocking events reveal about the everyday racialization of health in the United States. Concluding with a vital examination of racialized healthcare during the COVID pandemic and the Black Lives Matter rebellions of 2020, Sickening cuts through the mind-numbing statistics to vividly portray healthcare inequalities. In a gripping and passionate style, Pollock shows the devastating reality and consequences of systemic racism on the lives and health of Black Americans.

The overwhelming majority of a software system's lifespan is spent in use, not in design or implementation. So, why does conventional wisdom insist that software engineers focus primarily on the design and development of large-scale

computing systems? In this collection of essays and articles, key members of Google's Site Reliability Team explain how and why their commitment to the entire lifecycle has enabled the company to successfully build, deploy, monitor, and maintain some of the largest software systems in the world. You'll learn the principles and practices that enable Google engineers to make systems more scalable, reliable, and efficient—lessons directly applicable to your organization. This book is divided into four sections: Introduction—Learn what site reliability engineering is and why it differs from conventional IT industry practices Principles—Examine the patterns, behaviors, and areas of concern that influence the work of a site reliability engineer (SRE) Practices—Understand the theory and practice of an SRE's day-to-day work: building and operating large distributed computing systems Management—Explore Google's best practices for training, communication, and meetings that your organization can use

"This book presents an innovative, dynamic guide to strategic thinking and practice. Using real-world case examples from companies like Apple, the BBC, Hyundai, LEGO, McDonalds, Nike and SpaceX to illustrate critical concepts, this book enables readers to actively participate in real-world strategy dilemmas and create their own solutions. Strategy Pathfinder's 'live' micro-cases provoke discussion about business models, value creation, new ventures and more, while its complimentary instructional content introduces you to the best 'classic' and new tools of strategic management"-- Provides detailed practical guidance on how to develop effective change leaders. Considers background theory and delivers instruction on how to assess your readiness for leading change. Provides case studies.

Most organizational change initiatives fail spectacularly (at worst) or deliver lukewarm results (at best). In his international bestseller Leading Change, John Kotter revealed why change is so hard, and provided an actionable, eight-step process for implementing successful transformations. The book became the change bible for managers worldwide. Now, in A Sense of Urgency, Kotter shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change. Why focus on urgency? Without it, any change effort is doomed. Kotter reveals the insidious nature of complacency in all its forms and guises. In this exciting new book, Kotter explains: · How to go beyond "the business case" for change to overcome the fear and anger that can suppress urgency · Ways to ensure that your actions and behaviors -- not just your words -- communicate the need for change · How to keep fanning the flames of urgency even after your transformation effort has scored some early successes Written in Kotter's signature no-nonsense style, this concise and authoritative guide helps you set the stage for leading a successful transformation in your company.

A Stunning Achievement in Change ManagementIn October of 1997, the nation's top business theorists and practitioners met at a conference cosponsored by USC's Leadership Institute and the Center for Effective Organizations. The group was challenged to present their most advanced ideas regarding leadership and change management. This guide is the stunning result of their collective efforts. Charged with fascinating case studies, action strategies, and unbeatable advice, The Leader's Change Handbook features fresh works by Christopher Bartlett, Michael Beer, John Kotter, David Nadler, Ron Heifetz, Susan Mohrman, Bob Quinn and other distinguished contributors. What it offers is a uniquely coherent, cutting-edge approach to leading today's organizations -- an approach only this elite group, working together toward a common vision, could offer.

"With this extensively upgraded second edition, Dean Anderson and Linda Ackerman Anderson solidify their status as the leading authorities on change leadership and organizational transformation. This is without question the most comprehensive approach for leaders who are serious about making change a strategic discipline." —Jim Kouzes, Author, The Leadership Challenge and The Truth About Leadership A comprehensive look at what it really takes to lead transformation successfully, written by two of the "masters of the craft." The author's best-selling first edition has been significantly updated to deliver critical insights about how leaders can achieve breakthrough results from transformational change, even in these challenging times. The book introduces conscious change leadership and provides insights about the critical human and change process dynamics that leaders must be aware of in order to succeed, and reveals why most leaders do not see these dynamics. Most importantly, it highlights the shift in worldview leaders must make to deliver greater success. The book outlines the author's highly successful "multi-dimensional, process approach" to transformation, addressing change at the organizational, team, relational, and personal levels. It thoroughly addresses leadership mindset and behavioral modeling, culture change, and large systems implementations, providing best practices developed over three decades of successful consulting to Fortune 500 executives. Written for executives and managers, OD consultants, change managers, project managers, and change consultants, this must read book provides the foundation for successful change leadership and consulting. Based on thirty years of action research with Fortune 500 companies, government agencies, the military, and large non-profit global organizations Provides worksheets, tools, case examples, and assessments that you can immediately apply to all types of change efforts Contrasts two vastly different leadership approaches to change, and reveals why only one works Provides solutions for turning employee resistance into commitment Outlines the common mistakes in change and how you can avoid them Reveals the differences between transformation and other types of change so you can build strategies that really get results Beyond Change Management advances the field of change leadership, and takes the concept of managing change in organizations to a whole new level. It is a must read for anyone wanting to stay abreast of advancements in the field. Together with its companion volume, The Change Leader's Roadmap: How to Navigate Your Organization's Transformation, these books can be used as texts in corporate or graduate school training programs and courses.

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