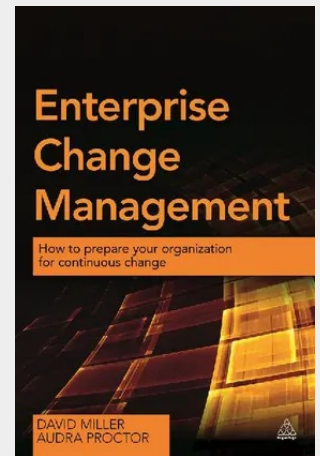


Enterprise Change Management

How to Prepare Your Organization for Continuous Change

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.

One of the challenges facing organizations is having the ability to bring about the change needed for sustainable competitive advantage in evolving economic and market environments. However, the gap between what organizations would like to deliver and their capabilities to do so, keeps widening. Enterprise Change Management attempts to bridge this gap; chapters cover adaptive leadership, how to execute single changes effectively, how to manage the demand for change, how to hire resilient people, and create the context for successful change. Based on research from over 300 organizations and 400,000 data points over a twenty-one year period by the authors' company, Changefirst, this book helps senior HR, OD, and change professionals diagnose the root causes of the organizational change gap, utilize a framework for enhancing change capability, and raise employee engagement in change.



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