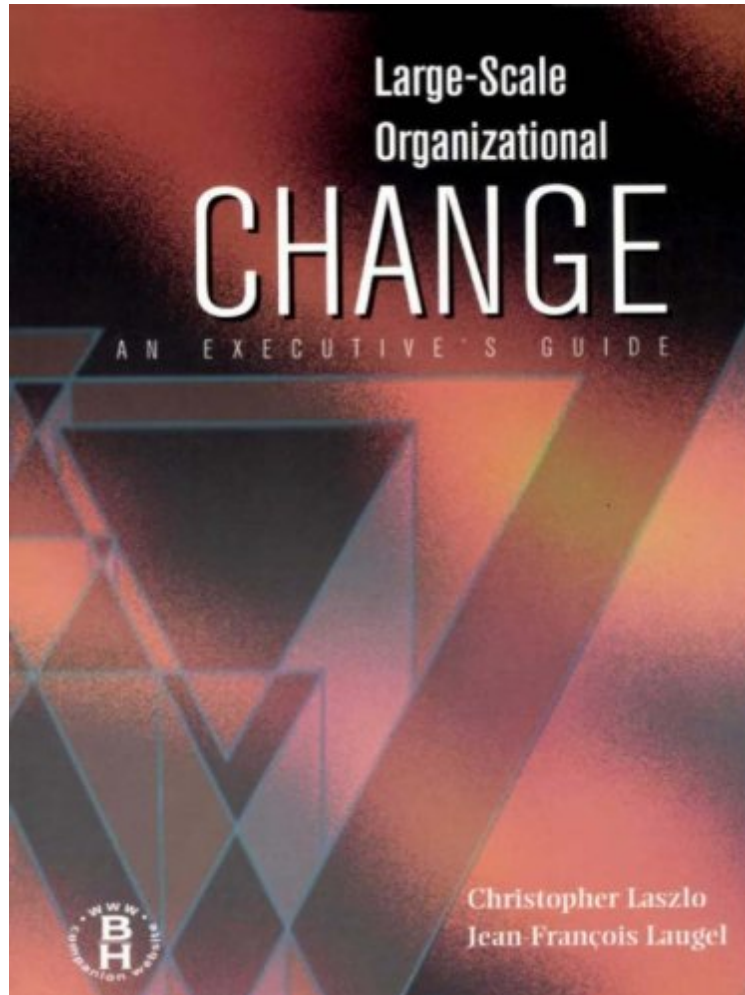


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## Large-Scale Organizational Change

*Christopher Laszlo, Jean Francois Laugel*  
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**Christopher Laszlo, Jean Francois Laugel : Large-Scale Organizational Change** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Large-Scale Organizational Change:

0 of 0 people found the following review helpful. A practical framework with principles actionsBy Mino F. AkhtarI found this book to be a refreshing departure from similar business books on organizational change. The many action-principles at the end of each chapter, combined with useful business examples, provide a framework and can be a source of concrete, practical guidelines to implement change in large organizations. As a professional practitioner of change management, I recommend this book as a rigorous and experience-based approach to transformation inside global companies."1 of 1 people found the following review helpful. Excellent readBy Jeremy NashAn excellent read! Finally someone is taking the new sciences and providing intelligent principles for business. It's a fun book that I jumped around in from principle to principle and among the various illustrations of successful company reinventions. I also appreciated the tie-in to environmental responsibility. The authors show how it can be a natural extension of

"open boundaries" change management. I also liked that they use a number of global examples in the book.

Large Scale Organizational Change provides the principles by which large scale organizations reinvent themselves not once, but on an ongoing basis. Continual reinvention allows leading companies to learn, adapt, and innovate faster than competitors in complex and fast changing environments. These action principles are based on first-hand experience at the world's leading Fortune 500 companies using emergent models of living systems. The context for large scale organizations is one of information overload, complexity and constant change. This book reduces the sense of vulnerability felt by managers. It provides a guide to piloting change in ways that lead to constant renewal and a capacity to survive frequent and often brutal changes in the operating environment. It describes a leadership concerned with the capacity to learn, inflection points, emergent strategies, knowledge management, the ability to anticipate, and tapping into the distributed intelligence resident in the organization. Large Scale Organizational Change provides managers with a framework for making their organizations highly adaptive in the complex market systems in which they operate, thereby reducing or eliminating the need for periodic episodes of traumatic restructuring and sometimes fatal reengineering processes.

From the Publisher Large Scale Organizational Change provides managers with a framework for making their organizations highly adaptive in the complex market systems in which they operate, thereby reducing or eliminating the need for periodic episodes of traumatic restructuring and sometimes fatal reengineering processes. About the Author A Ph.D., Mr. Laszlo is a management consultant working with large scale organizations seeking to implement the action-principles and practices presented in Large-Scale Organizational Change. For 10 years he was an executive of Lafarge S.A., a world leader in building materials, holding positions as strategic planner, general manager of a manufacturing subsidiary, and vice-president of business development. Prior to that he was a consultant with Deloitte Touche. He received his Ph.D. with distinction in Economics and Management Science from the University of Paris X. Mr. Laugel is a management consultant who divides his time between Paris, France and the United States. He worked for Oracle Corporation in the United States as a senior director. He was involved in the major transformation that led Oracle to become the global information solution provider. Before that he was head of strategy for global insurance leader AXA-UAP. He began his career at Deloitte Touche.