

(Get free) Leading and Implementing Business Change Management: Making Change Stick in the Contemporary Organization

Leading and Implementing Business Change Management: Making Change Stick in the Contemporary Organization

David J. Jones, Ronald J. Recardo
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David J. Jones, Ronald J. Recardo : Leading and Implementing Business Change Management: Making Change Stick in the Contemporary Organization before purchasing it in order to gage whether or not it would be worth my time, and all praised Leading and Implementing Business Change Management: Making Change Stick in the Contemporary Organization:

Being change capable is the "new normal" for today's growth-minded organizations. The "do more with less" strategies of the past are no longer effective in preparing organizations to meet the increasing challenges for growth, competitiveness and innovation required of them in this new era. Business change challenges including customer and market shifts, legal and regulatory requirements, strategic redirection, acquisitions, strategic partnerships, and cultural transformation are demanding that organizations effectively and efficiently manage change across multiple dimensions. To reach this level of change capability, organizations must adopt an integrated, balanced and customized approach to change management. Change management is addressed from the unique perspective of both its foundational concepts as well as practical application. Using an integrated, scalable and flexible framework, this book provides tools which can be readily customized and applied to initiatives across or within stages of the business change management lifecycle, from assessing the need for change, through planning the change initiative, designing a balanced change solution which integrates the people, process, and project management elements, through deploying and institutionalizing the change. Common risks associated with failed or stalled change initiatives are presented with best practices and key topics associated with change management are explored and illustrated through real-life case studies. Aimed at both the professionals within organizations and post graduate students and researchers within business strategy, organizational behaviour and change management disciplines, this book will provide a conceptual understanding of change management and a roadmap with a supporting toolbox for leading and implementing change that sticks.

Recardo and Jones offer up a true masters class in change management. This text goes beyond standard remedies to help change leaders, practitioners and students grasp the root challenges and foundational aspects of business change, and apply integrated change management best practices through an engaging "you are there" approach. A real no nonsense guide for getting business change done effectively and efficiently and making it stick. Tim Toterhi, Senior Director, Global Talent, Development Engagement, Quintiles, USA

Ronald Recardo and David Jones have done a great job identifying critical issues associated with organizational changes, but then goes much further by providing valuable tools to help address these issues. This is the most comprehensive book I have seen to date addressing change. Everyone talks about change, but few really know what it means and to harness its transformational capabilities. This book is a game changer in that it presents simple tools to help any manager understand and harness the value of possible change and fight the battles raised by those opposing change. Gil Fried, University of New Haven, USA

Ronald Recardo and David Jones have created a unique roadmap jam-packed with actionable and practical tools. *Leading and Implementing Business Change Management* is my go-to guide for relevant resources to help implement a variety of change challenges. It can be used as a comprehensive playbook for navigating any major change, or for cherry-picking specific activities, tools or templates for a variety of business needs. Janet Macaluso, M.Ed., MSOD, Head of Global Learning and Development, Shire Pharmaceuticals, USA

This book is a valuable tool, especially for those who are new to Change Management. The authors link theory to practice with their extensive consulting work in the field, and clearly demonstrate the essential differences between project management and change management. Anthony Macari, MBA Director and Clinical Assistant Professor, Sacred Heart University, USA

The biggest challenge with Change Management is the struggle many have to link it to concrete numbers and business performance. *Leading and Implementing Business Change Management* moves the needle forward on this. It not only offers a pragmatic step-by-step method how to break up the work into manageable pieces, it remains focused on one core purpose: how to identify and roll out the necessary changes you need to grow your business. Kleigh Heather, Director Organization Development Philip Morris International, USA

Jones and Recardo bring the occurrence of change to light with believability. The timing and content of this book are especially relevant due to significant changes that will take place in all business environments with the speed of globalization. The book has uniqueness in approach, and provides motivation with precise direction. You will be empowered to be the change! Robert P. Hanlon, President, RPH Financial Services, Inc.

About the Author David J. Jones is a Managing Partner with TKG Healthcare Consulting. Mr. Jones designs and facilitates change management approaches for organizations in the health care industry. His 25 years of business change experience as a business architect, methodologist and project leader include designing and leading initiatives in change management, business process reengineering, knowledge management, and business change methodology development, for corporate and government organizations. He can be reached at www.tkghealthcare.com or dave@tkghealthcare.com. Ronald J. Recardo is the Managing Partner of The Catalyst Consulting Group, LLC, a professional services company that provides strategic planning, MA advisory, operations improvement, and organization effectiveness consulting services. He has over 30 years of experience as both a corporate executive and management consultant. Mr. Recardo has worked in a variety of industries with over 100 different global clients including General Electric, Sandoz, Shire Pharmaceuticals, Nielsen, The Stanley Works, Schick Wilkinson Sword, Bi-Lo, and Philip Morris International. He can be reached at www.catalystconsultinggroup.org or rrecardo@catalystconsultinggroup.org.