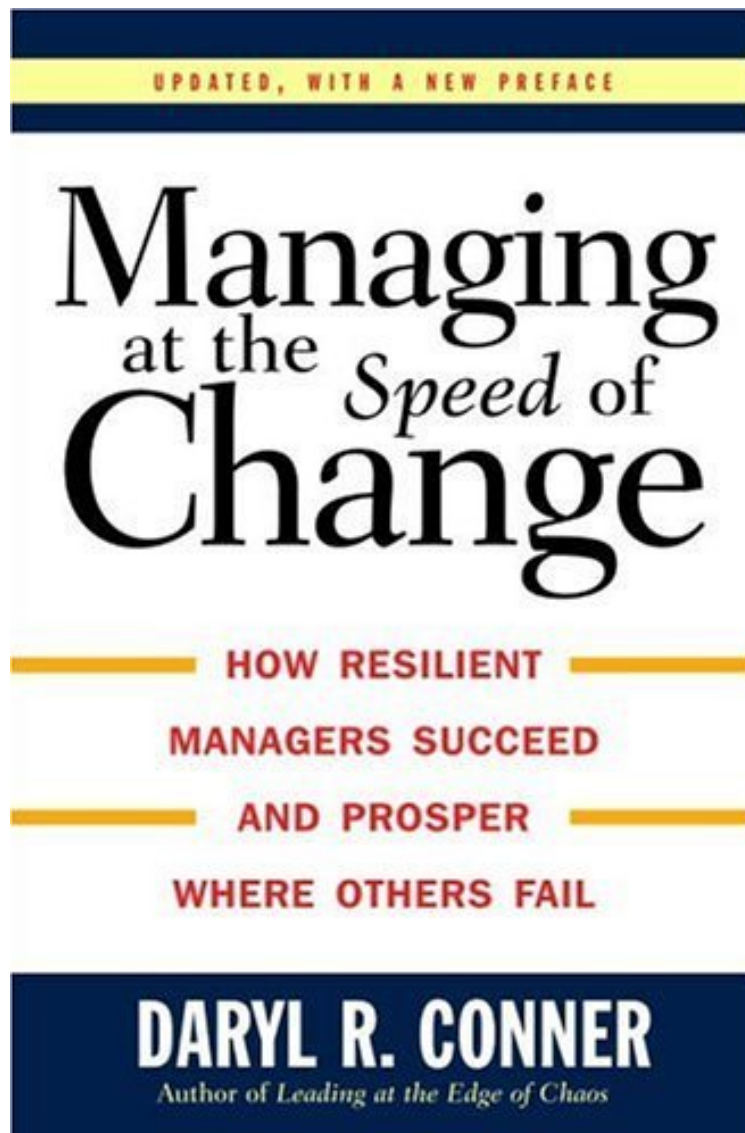


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Managing at the Speed of Change: How Resilient Managers Succeed and Prosper Where Others Fail

Daryl R. Conner

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Daryl R. Conner : Managing at the Speed of Change: How Resilient Managers Succeed and Prosper Where Others Fail before purchasing it in order to gage whether or not it would be worth my time, and all praised Managing at the Speed of Change: How Resilient Managers Succeed and Prosper Where Others Fail:

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on managing change, one of the best ever written. As such, the book is easily a 5 star. The Kindle version, however, leaves much to be desired, especially the diagrams. Connor uses these visual aids to explain complex concepts in the book, but in the Kindle version the diagrams are compressed, low resolution, and downright difficult to read! Unfortunately, the downloadable sample version has no diagrams so I had no idea they were such poor quality until after I had purchased the Kindle version. I was so disappointed with the Kindle version, that I returned it for a refund. This is probably Random House's fault, but it's a shame that such a valuable and classic book was given such a poor quality eBook implementation -- yes, other eBook formats have the same diagram problems. 1 of 1 people found the following review helpful. Proving That Change Never Changes By Rodger Dean Duncan, author of CHANGE-friendly LEADERSHIP: How to Transform Good Intentions into Great Performance. As Alvin Toffler wrote nearly four decades ago (see Future Shock) many people struggle with the shock of experiencing "too much change in too short a period of time." If that described our situation in 1973, it certainly describes it today. Modern changes are larger, more complicated, and certainly faster than ever. In this thoughtful book, Daryl Conner provides some good take-aways: - Change is exhausting. It's inescapable. It's coming faster than ever. - Every change requires personal energy, of which we have a finite amount. - The bigger the change, the more disruptive it is. - Resistance to change is natural. Learn to help people overcome their resistance. - It's important to understand the various roles during change (sponsor, agent, target, advocate). - If your change is contrary to your organization's culture, the change is doomed to fail. This book can be a helpful guide for working with change in most any kind of organization - family, nonprofit, business, or school. 0 of 0 people found the following review helpful. A solid read for Change and the Management of Change By Tom G Even though this book is was written nearly 20 years ago with some more recent updates, the learning lessons are timeless. The art of managing change and more to the point how to improve during change can be learned by reading and observing. It is a process of how you react given a variety of events that can drive change. History can teach you as much as current events so any opportunity you have to read a well-documented book on the subject you should seize the moment. Remember that a well-documented failure can be as insightful and as instructive as a success story. Sometimes it is even a better tool for learning as you get to see how bad things can be if you don't get it right. As in any profession it is important to stay current and read widely. This book is a good place to start.

This classic, newly updated, is an indispensable source for anyone from mid-level managers to CEOs who must execute key business initiatives quickly and effectively. Once groundbreaking and now time-honored, *Managing at the Speed of Change* has helped countless business leaders learn how to orchestrate transitions vital to their organizations' success. Rather than focusing on what to change, this book's aim is far more valuable: It shows readers how to change. Daryl R. Conner, founder and chairman of the consulting firm Conner Partners, is a leading expert on change management. He has served as "change doctor" for clients that include non-profit enterprises, government agencies and administrations, and Fortune 500 companies in an array of industries such as Abbott Laboratories, PepsiCo, American Express, Catholic Healthcare West, JPMorgan Chase, and the U.S. Navy. Based on Conner's long-term research and his decades of consulting experience, *Managing at the Speed of Change* uses simple, easy-to-understand language and elegant visuals to explore the dynamics of change, and in doing so, teaches readers why major change is difficult to assimilate; what distinguishes resilient individuals from those who suffer future shock; how and why resistance forms; how people become committed to change; why organizational culture is so important to the success of change; the roles most central to change in organizational settings; why powerful teamwork is at the heart of achieving change objectives, and how to foster it. In this pioneering book, updated for the twenty-first century, Conner demonstrates how both individuals and organizations can develop the capacity not only to endure change but to thrive on it. From the Hardcover edition.

From Publishers Weekly In this clinical study cum management guide, psychologist and business lecturer Conner discusses change as an inevitable, often disorienting element of the modern worker's business life. Citing the dysfunction likely to occur among employees facing corporate-merger upheavals or new high-tech equipment, he defines "resilience" as essential to viewing change as an "understandable and manageable process." Conner charts a system of "support patterns" for achieving transitions at "appropriate" speed. Also essential to successful navigation of change, he observes, is "interdependent synergy," exemplified by the cooperation of a foxhole gunner and his ammo-toting partner, at every corporate level. In his book of wise counsel, Conner also points out that true resilience means "never being surprised that you are surprised." 25,000 first printing. Copyright 1992 Reed Business Information, Inc. From Library Journal In this world of impermanent governments and topsy-turvy businesses, Yeats's line "the centre cannot hold" comes to mind as an apt description of our times. Taking advantage of this whirlwind of change is a plethora of "change doctors" who aid executives with their hyperdynamic responsibilities. Conner presents a well-reasoned, original approach to change management, relevant for any organization. Based on his extensive consulting experience, Conner describes the patterns of change, his unique principles of resilience, and the imperative that the change process be actively led by managers. More functional than either Rosabeth Moss Kanter's *The Change Master* (Touchstone, 1985) or Tom Peters's *Thriving on Chaos* (LJ 10/15/87), this is a useful guide to managing change,

especially for stressed-out managers. Highly recommended.- Dale Farris, Groves, Tex. Copyright 1993 Reed Business Information, Inc. "Through the author's creative and strategic use of storytelling, *Managing at the Speed of Change* paints a compelling picture: The biggest, most expensive thing that can derail success is resistance to change in all its forms, from arrogance and complacency to fear or ignorance. As an authority on change management, Conner writes a wonderful prescription, providing relief not just in the race for business but on a personal level, too."-Bob Nardelli, chairman, president, and CEO, The Home Depot "While many of the concepts in this book's first publication have now become classic, they are every bit as relevant and impactful, especially to an organization for whom change is an imperative."-Howard Pien, chairman and CEO, Chiron Corporation "Managing at the Speed of Change provides essential working knowledge for anyone leading or implementing major change. I have been using this material since it was first published, and it is as valuable today as it was then. Daryl Conner's insights are timeless and enduring."-Valerie Norton, executive director, organizational development, Merck and Company, Inc. "It is refreshing to finally read a book that contains simple, clear, actionable concepts and ideas that deal with change management and can be used by all levels of management who face today's staggering business realities. I found Mr. Conner's book to be educational, thought-provoking, insightful, and stimulating. He recognizes 'the need for speed.'" -Lloyd H. Dean, president and CEO, Catholic Healthcare West From the Hardcover edition.