
Online Library A Sense Of Urgency John P Kotter

Right here, we have countless books **A Sense Of Urgency John P Kotter** and collections to check out. We additionally allow variant types and as well as type of the books to browse. The usual book, fiction, history, novel, scientific research, as without difficulty as various supplementary sorts of books are readily available here.

As this A Sense Of Urgency John P Kotter, it ends going on monster one of the favored ebook A Sense Of Urgency John P Kotter collections that we have. This is why you remain in the best website to look the amazing ebook to have.

P1WZFW - KEITH DAUGHERTY

In his international bestseller "Leading Change," Kotter provided an action plan for implementing successful transformations. Now, he 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.

In "Letter from Birmingham Jail," Martin Luther King Jr. explains why blacks can no longer be victims of inequality.

We are in the middle of an urgency epidemic. People find themselves are overwhelmed and at a loss as to how to proceed in an environment that cuts them no slack, provides no respite, and is ever pushing them on. The sensation is akin to the one where it feels like hot sauce is on everything. The purpose of this book is to guide you through the urgency epidemic and put you back in charge. Like a great chef, you'll learn the nuances of adding just the right amount of sauce to bring out the deep flavor and potential of yourself, your team, and your family, creating a menu of balance and perfect spice so that you are in charge of urgency and it no longer consumes your world. Material Concerns offers new perspec-

tives on key environmental issues - pollution prevention, ecological economics, limits to sustainability, consumer behaviour and government policy. The first non-technical introduction to preventative environmental management, Material Concerns offers realistic prospects for improving the quality of life.

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 non-nonsense style, this concise and authoritative guide helps you set the stage for leading a successful transformation in your company.

The definitive, bestselling text in the field of change management, *Making Sense of Change Management* provides a thorough overview of the subject for both students and professionals. Along with explaining the theory of change management, it comprehensively covers the models, tools, and techniques of successful change management so organizations can adapt to tough market conditions and succeed by changing their strategies, structures, boundaries, mindsets, leadership behaviours and of course their expectations of the people who work within them. This completely revised and updated 4th edition of *Making Sense of Change Management* includes more international examples and case studies, emerging new thinking and practice in the area of cultural change and a new chapter on the interrelationship with project management (PM) and change management. It also covers complexity models, agile approaches, and stakeholder management along with cultural sensitivity and what to do when cultures collide. *Making Sense of Change Management* remains essential reading for anyone who is currently part of, or leading, a change initiative. Online supporting resources include lecture slides, making this an ideal textbook for MBA or graduate students focusing on leading or managing change.

The revised and updated tenth anniversary edition of the classic, beloved business fable that has changed millions of

lives in organizations around the world. Our *Iceberg Is Melting* is a simple story about doing well under the stress and uncertainty of rapid change. Based on the award-winning work of Harvard Business School's John Kotter, it can help you and your colleagues thrive during tough times. On an iceberg near the coast of Antarctica, group of beautiful emperor penguins live as they have for many years. Then one curious bird discovers a potentially devastating problem threatening their home—and almost no one listens to him. The characters in the story—Fred, Alice, Louis, Buddy, the Professor, and NoNo—are like people you probably recognize in your own organization, including yourself. Their tale is one of resistance to change and heroic action, seemingly intractable obstacles and clever tactics for dealing with those obstacles. The penguins offer an inspiring model as we all struggle to adapt to new circumstances. Our *Iceberg Is Melting* is based on John Kotter's pioneering research into the eight steps that can produce needed change in any sort of group. After finishing the story, you'll have a powerful framework for influencing your own team, no matter how big or small. This tenth anniversary edition preserves the text of the timeless story, together with new illustrations, a revised afterword, and a Q&A with the authors about the responses they've gotten over the past decade. Prepare to be both enlightened and delighted, whether you're already a fan of this classic fable or are discovering it for the first time.

A Christian barrister and moral crusader who viciously caned young men in his garden shed. An exclusive network of powerful men seeking control in the Church of England. A shared secret of abuse that casts a dark shadow over a whole generation of Christian leaders.

This is the extraordinary true story of John Smyth QC, a high-flying barrister who used his role in the church to abuse more than a hundred men and boys in three countries. It tells how he was spirited out of the UK, and how he played the role of moral crusader to evade justice over four decades. It reveals how scores of respected church leaders turned a blind eye to his history of abuse. Journalist and broadcaster Andrew Graystone has pursued the truth about Smyth and those who enabled him to escape justice. He has heard the excruciating testimony of many of Smyth's victims, and has uncovered court and church documents, reports, letters and emails. He has investigated the network of exclusive 'Bash camps' through which Smyth groomed his victims. For the first time, he presents a comprehensive critique of the Iwerne project and the impact it has had on British society and the church.

It's no secret that we are living in the Digital Age. Technology companies make up seven of the world's ten largest firms by market capitalization. And the key to their success is the key to all modern organizations. Jonathan Smart, business agility practitioner, thought leader, and coach, reveals the patterns and antipatterns that will help organizations from every industry deliver better value sooner, safer, and happier through high levels of engagement, inclusion, and empowerment. Through his decades of experience in the technology world, Smart provides business leaders with a blueprint for creating a world-class organization of the future. Through Agile and Lean ways of working, business leaders can empower teams to improve production, grow together, and create better services for their customers. These better ways of working have overflowed from the IT de-

partment to every corner of successful organizations, taking root in every industry from aerospace to accounting, insurance to shipping. This book is not about software development. It is not a book about the computer industry. This book is about applying agility across the entire organization. It's a book that will put you at the front of change and ahead of the competition.

By the bestselling author of *The One Minute Manager*, a business parable that teaches organizations to cope successfully with change.

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.

The facilitator's guide brings to life the content of the survey text, *Leadership Theory*. It offers instructive advice on how to prepare for the use of a critical perspective as well as providing practical resources to translate survey text content to practice. The facilitator's guide consists of: An overview of how to use the guide as well as recommended skills and reflection questions for educators prior to implementing material. Objectives, critical concepts, a chapter overview, and a chapter framework for each chapter from *Leadership Theory Lesson plan* "walk-throughs" containing 2-3 activities for each chapter of the survey text, with information for learning outcomes, activity setup, and additional notes for facilitation.

John Berger writes: 'The pocket in question is a small pocket of resistance. A pocket is formed when two or more people come together in agreement. The resistance is against the inhumanity of the new world economic order. The people coming together are the reader, me and

those the essays are about - Rembrandt, Palaeolithic cave painters, a Romanian peasant, ancient Egyptians, an expert in the loneliness of certain hotel bedrooms, dogs at dusk, a man in a radio station. And unexpectedly, our exchanges strengthen each of us in our conviction that what is happening to the world today is wrong, and that what is often said about it is a lie. I've never written a book with a greater sense of urgency.'

THE GREAT GATSBY BY F. SCOTT FITZGERALD Key features of this book: * Unabridged with 100% of it's original content * Available in multiple formats: eBook, original paperback, large print paperback and hardcover * Easy-to-read 12 pt. font size * Proper paragraph formatting with Indented first lines, 1.25 Line Spacing and Justified Paragraphs * Properly formatted for aesthetics and ease of reading. * Custom Table of Contents and Design elements for each chapter * The Copyright page has been placed at the end of the book, as to not impede the content and flow of the book. Original publication: 1925 The Great Gatsby - The story of the mysteriously wealthy Jay Gatsby and his love for the beautiful Daisy Buchanan, This book is F. Scott Fitzgerald's third book and stands as the supreme achievement of his career. First published in 1925, this classic novel of the Jazz Age has been acclaimed by generations of readers which depicts the life of lavish parties on Long Island is an exquisitely crafted tale of America in the 1920s. This book is great for schools, teachers and students or for the casual reader, and makes a wonderful addition to any classic literary library At Pure Snow Publishing we have taken the time and care into formatting this book to make it the best possible reading experience. We specialize in publishing classic books and have been publishing books

since 2014. We now have over 500 book listings available for purchase. Enjoy!

You've got a good idea. You know it could make a crucial difference for you, your organization, your community. You present it to the group, but get confounding questions, inane comments, and verbal bullets in return. Before you know what's happened, your idea is dead, shot down. You're furious. Everyone has lost: Those who would have benefited from your proposal. You. Your company. Perhaps even the country. It doesn't have to be this way, maintain John Kotter and Lorne Whitehead. In Buy-In, they reveal how to win the support your idea needs to deliver valuable results. The key? Understand the generic attack strategies that naysayers and obfuscators deploy time and time again. Then engage these adversaries with tactics tailored to each strategy. By "inviting in the lions" to critique your idea--and being prepared for them--you'll capture busy people's attention, help them grasp your proposal's value, and secure their commitment to implementing the solution. The book presents a fresh and amusing fictional narrative showing attack strategies in action. It then provides several specific counterstrategies for each basic category the authors have defined--including:

- Death-by-delay: Your enemies push discussion of your idea so far into the future it's forgotten.
- Confusion: They present so much data that confidence in your proposal dies.
- Fearmongering: Critics catalyze irrational anxieties about your idea.
- Character assassination: They slam your reputation and credibility. Smart, practical, and filled with useful advice, Buy-In equips you to anticipate and combat attacks--so your good idea makes it through to make a positive change.

American opportunity is not dead. Best-selling author and entrepreneur John

Hope Bryant outlines the mindset and practices that will allow us to achieve the American Dream, no matter what our current circumstances are. Facing a challenging economy, too many Americans despair of improving their lives. But John Hope Bryant insists that America is still the Land of Opportunity. Up from Nothing revives the forgotten story of the American Dream. It's about our beginnings as a nation of go-getters who believed they were winners before they won. Using the inspiring story of his own rise from humble beginnings, and that of his parents and grandparents, Bryant shows how individually we can change our mindset from survivor to thriver to winner and move beyond just getting by or being financially independent to becoming wildly successful. Collectively, we need to become a nation of winners once again. By ensuring that every stakeholder in America has access to the Five Pillars of Success—massive education, financial literacy, strong family structure, self-esteem, and supportive role models—Bryant shows how we can fulfill the promise of America's greatness. But to do so, we must turn away from distractions—such as political in-fighting or racial and class divisions—and focus on what we can control. This is not a book of tips on how to get a better job or make more money. It's about adopting a new way of thinking that will do all that for us and more. Up from Nothing is the new (old) business plan to keep us winning as a country.

Tap Into the Power of Human Connection Creating a thriving organization where employees feel valued, the environment is energized, and high productivity and innovation are the norm requires a new kind of leader who fosters a culture of connection within the organization. Con-

nection Culture, 2nd Edition, is your game-changing opportunity to become that leader and to begin fostering a connection culture in your organization. Stop undermining performance and take the first step toward change that will give your organization, your team, and everyone you lead a true competitive advantage. Inspiring and practical, this book challenges you to set the performance bar high and keep reaching. Learn how to:

- Foster a connection culture.
- Emulate best practices of connected teams—from Mayo Clinic physicians and scientists to the creators of the award-winning Broadway musical Hamilton.
- Boost vision, value, and voice within your organization.

Published in the shadow of the COVID-19 pandemic, the book messages the authors' hope for post-traumatic growth; provides updated, research-supported theories about the relationship of stress and loneliness; and includes new examples and profiles of great leaders communicating during crisis.

From the author of the bestselling *Anam Cara* comes a beautiful collection of blessings to help readers through both the everyday and the extraordinary events of their lives. John O'Donohue, Irish teacher and poet, has been widely praised for his gift of drawing on Celtic spiritual traditions to create words of inspiration and wisdom for today. In *To Bless the Space Between Us*, his compelling blend of elegant, poetic language and spiritual insight offers readers comfort and encouragement on their journeys through life. O'Donohue looks at life's thresholds—getting married, having children, starting a new job—and offers invaluable guidelines for making the transition from a known, familiar world into a new, unmapped territory. Most profoundly, however, O'Donohue

explains “blessing” as a way of life, as a lens through which the whole world is transformed. O’Donohue awakens readers to timeless truths and shows the power they have to answer contemporary dilemmas and ease us through periods of change.

Managing people is fraught with challenges- even if you are a seasoned manager. Here's how to handle them. If you read nothing else on managing people, read these articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you maximize your employee's performance. This book will inspire you to: tailor your management styles to fit your people; motivate with more responsibility, not more money; support first-time managers; build trust by soliciting input; teach smart people how to learn from failure; build high-performing teams; and manage your boss. -
- from Back Cover

A fresh portrayal of one of the architects of the African American intellectual tradition, whose faith in the subversive power of education will inspire teachers and learners today. Black education was a subversive act from its inception. African Americans pursued education through clandestine means, often in defiance of law and custom, even under threat of violence. They developed what Jarvis Givens calls a tradition of “fugitive pedagogy”—a theory and practice of Black education in America. The enslaved learned to read in spite of widespread prohibitions; newly emancipated people braved the dangers of integrating all-White schools and the hardships of building Black schools. Teachers developed covert instructional strategies, creative responses to the persistence of White opposition. From slavery through the Jim Crow era, Black people passed

down this educational heritage. There is perhaps no better exemplar of this heritage than Carter G. Woodson—ground-breaking historian, founder of Black History Month, and legendary educator under Jim Crow. Givens shows that Woodson succeeded because of the world of Black teachers to which he belonged: Woodson’s first teachers were his formerly enslaved uncles; he himself taught for nearly thirty years; and he spent his life partnering with educators to transform the lives of Black students. *Fugitive Pedagogy* chronicles Woodson’s efforts to fight against the “mis-education of the Negro” by helping teachers and students to see themselves and their mission as set apart from an anti-Black world. Teachers, students, families, and communities worked together, using Woodson’s materials and methods as they fought for power in schools and continued the work of fugitive pedagogy. Forged in slavery, embodied by Woodson, this tradition of escape remains essential for teachers and students today.

Drawing on twenty years of research on the most common positive and negative influencing techniques people use to get ahead, author Terry R. Bacon explains how influence works and how you can use it to lead effectively and reach any goal. In *Elements of Influence*, he teaches readers why people allow themselves to be influenced and why they resist; how to choose the right influencing approach in different situations; how to be influential without formal authority; and what it takes to achieve success in every kind of organization or professional role—even when working with those from other countries and cultures. We succeed when we’re able to influence how others think, feel, and act: getting them to accept our point of view, follow our

lead, join our cause, feel our excitement, or buy our products and services. By shedding light on how the act of influencing impacts our daily lives—even when we don't realize we (or others) are doing it—Elements of Influence offers the key to using this tool more consciously and effectively through adaptability, perceptiveness, and insight. Whether you're a business leader, frontline employee, entrepreneur, or stay-at-home parent, this universal resource—filled with tips, exercises, and practical applications—shows how anyone can exert influence to achieve real results.

In *The Discipline of Teams*, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of their parts. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

This practical guide provides a philosophical framework and a basic set of problem-solving skills that can make successful collaboration a reality.

The critics who despair of the coming of imaginative, charismatic leaders to replace the so-called manipulative caretakers of American corporations don't tell us much about what leadership actually is, or, for that matter, what management is

either. Now, John P. Kotter, who focused on why we have a leadership crisis in *The Leadership Factor* shows here, with compelling evidence, what leadership really means today, why it is rarely associated with larger-than-life charismatics, precisely how it is different from management, and yet why both good leadership and management are essential for business success, especially for complex organizations operating in changing environments. Leadership, Kotter clearly demonstrates, is for the most part not a god-like figure transforming subordinates into superhumans, but is in fact a process that creates change -- a process which often involves hundreds or even thousands of "little acts of leadership" orchestrated by people who have the profound insight to realize this. Building on his landmark study of 15 successful general managers, Kotter presents detailed accounts of how senior and middle managers in major corporations, in close concert with colleagues and subordinates, were able to create a leadership process that put into action hundreds of commonsense ideas and procedures that, in combination with competent management, produced extraordinary results. This leadership turned NCR from a loser to a big winner in automated teller machines, despite intense competition from IBM. The same process at American Express and SAS helped businesses grow dramatically despite the fact that they were "mature" and "commodity-like." Kotter also shows how leadership turned around operations at P&G and Kodak; produced huge business successes at PepsiCo, ARCO, and ConAgra; and made the impossible occasionally happen at Digital. Thousands of companies today are overmanaged and underled, John Kotter concludes, not because managers lack charisma, but because far too few

executives have a clear understanding of what leadership is and what it can accomplish. Without such a vision, even the most capable people have great difficulty trying to lead effectively and to create the cultures which will help others to lead.

In today's complex work world, things no longer get done simply because someone issues an order and someone else follows it. Most of us work in socially intricate organizations where we need the help not only of subordinates but of colleagues, superiors, and outsiders to accomplish our goals. This often leaves us in a "power gap" because we must depend on people over whom we have little or no explicit control. This is a book about how to bridge that gap: how to exercise the power and influence you need to get things done through others when your responsibilities exceed your formal authority. Full of original ideas and expert insights about how organizations—and the people in them—function, *Power and Influence* goes further, demonstrating that lower-level personnel also need strong leadership skills and interpersonal know-how to perform well. Kotter shows how you can develop sufficient resources of "unofficial" power and influence to achieve goals, steer clear of conflicts, foster creative team behavior, and gain the cooperation and support you need from subordinates, coworkers, superiors—even people outside your department or organization. He also shows how you can avoid the twin traps of naivete and cynicism when dealing with power relationships, and how to use your power without abusing it. *Power and Influence* is essential for top managers who need to overcome the infighting, foot-dragging, and politicking that can destroy both morale and profits; for mid-

dle managers who don't want their careers sidetracked by unproductive power struggles; for professionals hindered by bureaucratic obstacles and deadline delays; and for staff workers who have to "manage the boss." This is not a book for those who want to "grab" power for their own ends. But if you'd like to create smooth, responsive working relationships and increase your personal effectiveness on the job, Kotter can show you how—and make the dynamics of power work for you instead of against you.

Over the past few decades, there has been a growing concern about the social and environmental risks which have come along with the progress achieved through a variety of mutually intertwined modernization processes. In recent years these concerns are transformed into a widely-shared sense of urgency, partly due to events such as the various pandemics threatening livestock, and increasing awareness of the risks and realities of climate change, and the energy and food crises. This sense of urgency includes an awareness that our entire social system is in need of fundamental transformation. But like the earlier transition between the 1750's and 1890's from a pre-modern to a modern industrial society, this second transition is also a contested one. Sustainable development is only one of many options. This book addresses the issue on how to understand the dynamics and governance of the second transition dynamics in order to ensure sustainable development. It will be necessary reading for students and scholars with an interest in sustainable development and long-term transformative change.

A penetrating look into the unrecognized and unregulated links between autocratic regimes in Central Asia and centers of power and wealth throughout the West

Weak, corrupt, and politically unstable, the former Soviet republics of Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan are dismissed as isolated and irrelevant to the outside world. But are they? This hard-hitting book argues that Central Asia is in reality a globalization leader with extensive involvement in economics, politics and security dynamics beyond its borders. Yet Central Asia's international activities are mostly hidden from view, with disturbing implications for world security. Based on years of research and involvement in the region, Alexander Cooley and John Heathershaw reveal how business networks, elite bank accounts, overseas courts, third-party brokers, and Western lawyers connect Central Asia's supposedly isolated leaders with global power centers. The authors also uncover widespread Western participation in money laundering, bribery, foreign lobbying by autocratic governments, and the exploiting of legal loopholes within Central Asia. Riveting and important, this book exposes the global connections of a troubled region that must no longer be ignored.

What's the worst thing you can hear when you have a good idea at work? "That's not how we do it here!" In their iconic bestseller *Our Iceberg Is Melting*, John Kotter and Holger Rathgeber used a simple fable about penguins to explain the process of leading people through major changes. Now, ten years later, they're back with another must-read story that will help any team or organization cope with their biggest challenges and turn them into exciting opportunities. Once upon a time a clan of meerkats lived in the Kalahari, a region in southern Africa. After years of steady growth, a drought has sharply reduced the clan's resources, and deadly vulture attacks have increased. As things keep getting

worse, the harmony of the clan is shattered. The executive team quarrels about possible solutions, and suggestions from frontline workers face a soul-crushing response: "That's not how we do it here!" So Nadia, a bright and adventurous meerkat, hits the road in search of new ideas to help her troubled clan. She discovers a much smaller group that operates very differently, with much more teamwork and agility. These meerkats have developed innovative solutions to find food and evade the vultures. But not everything in this small clan is as perfect as it seems at first. Can Nadia figure out how to combine the best of both worlds—a large, disciplined, well-managed clan and a small, informal, inspiring clan—before it's too late? This book distills Kotter's decades of experience and award-winning research to reveal why organizations rise and fall, and how they can rise again in the face of adversity.

Widely acknowledged as the world's foremost authority on leadership, John Kotter has devoted his remarkable career to studying organizations and those who run them, and his bestselling books and essays have guided and inspired leaders at all levels. Here, in this collection of his acclaimed Harvard Business Review articles, is an astute assessment of the real work of leaders, as only John Kotter can offer. To complement the HBR articles, Kotter also contributes a new piece, a thoughtful reflection on the themes that have developed throughout his work. Convinced that most organizations today lack the leadership they need, Kotter's mission is to help us better understand what leaders--real leaders--do. True leadership, he reminds us, is an elusive quality, and too often we confuse management duties and personal style with lead-

ership, or even mistake unworthy leaders for the real thing. Yet without leadership, organizations move too slowly, stagnate, and lose their way. With John Kotter on What Leaders Really Do, readers will learn how to become more effective leaders as they explore pressing issues such as power, influence, dependence, and strategies for change.

Now thoroughly revised and expanded, this classic booklet by Charles E. Hummel offers ideas and illustrations for effective time management.

The international bestseller—now with a new preface by author John Kotter. Millions worldwide have read and embraced John Kotter's ideas on change management and leadership. From the ill-fated dot-com bubble to unprecedented M&A activity to scandal, greed, and ultimately, recession—we've learned that widespread and difficult change is no longer the exception. It's the rule. Now with a new preface, this refreshed edition of the global bestseller *Leading Change* is more relevant than ever. John Kotter's now-legendary eight-step process for managing change with positive results has become the foundation for leaders and organizations across the globe. By outlining the process every organization must go through to achieve its goals, and by identifying where and how even top performers derail during the change process, Kotter provides a practical resource for leaders and managers charged with making change initiatives work. *Leading Change* is widely recognized as his seminal work and is an important precursor to his newer ideas on acceleration published in *Harvard Business Review*. Needed more today than at any time in the past, this bestselling business book serves as both visionary guide and practical toolkit on how to approach the difficult yet crucial work of leading

change in any type of organization. Reading this highly personal book is like spending a day with the world's foremost expert on business leadership. You're sure to walk away inspired—and armed with the tools you need to inspire others. Published by Harvard Business Review Press.

Describes how organizations can learn to move swiftly to accommodate change while still providing the necessary structures that nurture employees and long-term success.

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 lead-

ers 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.

Moving beyond the process of change Why is change so hard? Because in order to make any transformation successful, you must change more than just the structure and operations of an organization—you need to change people's behavior. And that is never easy. The Heart of Change is your guide to helping people think and feel differently in order to meet your shared goals. According to bestselling author and renowned leadership expert John Kotter and coauthor Dan Cohen, this focus on connecting with people's emotions is what will spark the behavior change and actions that lead to success. Now freshly designed, The Heart of Change is the engaging and essential complement to Kotter's worldwide bestseller Leading Change. Building off of Kotter's revolutionary eight-step process, this book vividly illustrates how large-scale change can work. With real-life stories of people in organizations, the authors show how teams and individuals get motivated and activated to overcome obstacles to change—and produce spectacular results. Kotter and Cohen argue that change initiatives often fail because leaders rely too exclusively on data and analysis to get buy-in from their teams instead of creatively showing or doing something that appeals to their emotions and inspires them to spring into action. They call this the see-feel-change dynamic, and it is crucial for the success of any true organizational transformation. Refreshingly clear and eminently practical, The Heart of Change is required reading for anyone facing the

challenges inherent in leading change. Going far beyond previous empirical work, John Kotter and James Heskett provide the first comprehensive critical analysis of how the "culture" of a corporation powerfully influences its economic performance, for better or for worse. Through painstaking research at such firms as Hewlett-Packard, Xerox, ICI, Nissan, and First Chicago, as well as a quantitative study of the relationship between culture and performance in more than 200 companies, the authors describe how shared values and unwritten rules can profoundly enhance economic success or, conversely, lead to failure to adapt to changing markets and environments. With penetrating insight, Kotter and Heskett trace the roots of both healthy and unhealthy cultures, demonstrating how easily the latter emerge, especially in firms which have experienced much past success. Challenging the widely held belief that "strong" corporate cultures create excellent business performance, Kotter and Heskett show that while many shared values and institutionalized practices can promote good performances in some instances, those cultures can also be characterized by arrogance, inward focus, and bureaucracy -- features that undermine an organization's ability to adapt to change. They also show that even "contextually or strategically appropriate" cultures -- ones that fit a firm's strategy and business context -- will not promote excellent performance over long periods of time unless they facilitate the adoption of strategies and practices that continuously respond to changing markets and new competitive environments. Fundamental to the process of reversing unhealthy cultures and making them more adaptive, the authors assert, is effective leadership. At the heart of this groundbreaking book, Kotter and Heskett de-

scribe how executives in ten corporations established new visions, aligned and motivated their managers to provide leadership to serve their customers, employees, and stockholders, and thus created more externally focused and responsive cultures.

He was one of the most inspirational role models of all time. Thrown into poverty at age four, Konosuke Matsushita (Mat-SOSH-ta) struggled with the early deaths of family members, an apprenticeship which demanded sixteen-hour days at age nine, all the problems associated with starting a business with neither money nor connections, the death of his only son, the Great Depression, the horror of World War II in Japan, and more. Yet John P. Kotter shows in this fascinating and instructive book how, instead of being ground down by these hardships, Matsushita grew to be a fabulously successful entrepreneur and business leader, the founder of Japan's General Electric: the \$65 billion a year Matsushita Electric Corporation. His accomplishments as a leader, author, educator, philanthropist, and management innovator are astonishing, and outshine even Soichiro Honda, J.C. Penney, Sam Walton, and Henry Ford. In this immensely readable book, Kotter relates how Matsushita created a large business, invented management practices that are increasingly being used today, helped lead his country's economic miracle after World War II wrote dozens of books in his latter years, founded a graduate school of leadership, created Japan's version of a Nobel Prize, and gave away hundreds of millions to good causes. The Matsushita story expands our notion of the possible, even for a sickly youngster who did not have the benefit of a privileged background, education, good looks, or a charismatic presence. It tells us much

about leadership, entrepreneurship, a drive for lifelong learning, and their roots. It demonstrates the power of a longterm outlook, idealistic goals, and humility in the face of great success. Matsushita Leadership is both a biography and a set of lessons for careers and corporations in the 21st century. An inspirational story and a business primer, the implications are powerful, for organizations and for living a meaningful life.

The six core strategies to elevate any business--and how to implement them--made simple What do the world's most successful companies and organization have in common? And what can you actually take away and use from their examples? Distilling the best fundamental business strategies, trusted advisor and strategist John Spence helps you take a hard look at your business and together develop specific plans and action steps that will allow you to dramatically improve the success of your company. Delivered in Spence's approachable and straightforward manner, *Awesomely Simple* reveals the six key strategies that create a foundation for achieving business excellence: Vivid Vision, Best People, A Performance-Oriented Culture, Robust Communication, A Sense of Urgency, and Extreme Customer Focus. Filled with case studies and clear action items, includes easy-to-follow guidelines for implementing the strategies in any organization no matter its mission or size After concisely breaking down each strategy, Spence gives specific examples, tips, tools, discussion questions and exercises for how to execute them successfully A perfect resource for business leaders, *Awesomely Simple* will help you turn ideas into positive action and achieve lasting business success.

This impressive collection features the

best works by John P. Kotter, known worldwide as the authority on leadership and change. Curated by Harvard Business Review, the longtime publisher of some of Kotter's most important ideas, the Change Leadership set features full digital editions of the author's classic books, including bestsellers *Leading Change*, *The Heart of Change*, and *A Sense of Urgency*, as well as "What Leaders Really Do" and his newly published book *Accelerate*, which is based on the award-winning article of the same name that appeared in Harvard Business Review in late 2013. Kotter's books and

ideas have guided and inspired leaders at all levels. He is the Konosuke Matsushita Professor of Leadership, Emeritus at Harvard Business School, an award-winning business and management thought leader, a successful entrepreneur, and an inspirational speaker. His ideas have helped to mobilize people around the world to better lead organizations, and their own lives, in an era of increasingly rapid change. This specially priced collection offers Kotter's best practical advice, management insights, and useful tools to help you successfully lead and implement change in your organization—and master the art of change leadership.