



## Changemaking: Tactics and Resources for Managing Organizational Change

By Richard Bevan

Createspace, United States, 2011. Paperback. Book Condition: New. 226 x 150 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.It s ironic that while most people know what conditions enable change to be effectively managed, these straightforward needs are often missed. The intent gets the attention; the details of execution are forgotten. Yet the elements are simple: listen to the stakeholders, learn about the issues, lead with clarity and involvement, align systems, communicate relentlessly, follow-up and course-correct. Consider who will be most affected and then explore their issues, needs, and ideas. You ll learn fast; you ll have answers to your own questions; and you ll have the raw material for a plan to address the issue, solve the problem or lead the change. This can be done on a small, local scale, through informal conversations. Or it can be a much broader effort using meetings, surveys, social media, or a combination of methods. And then make it all work through sustained follow-up. Never assume that things will happen as planned. Is the change working? What needs to happen to make it work better? What s working well and what s not? Assess progress; fix it; keep...



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