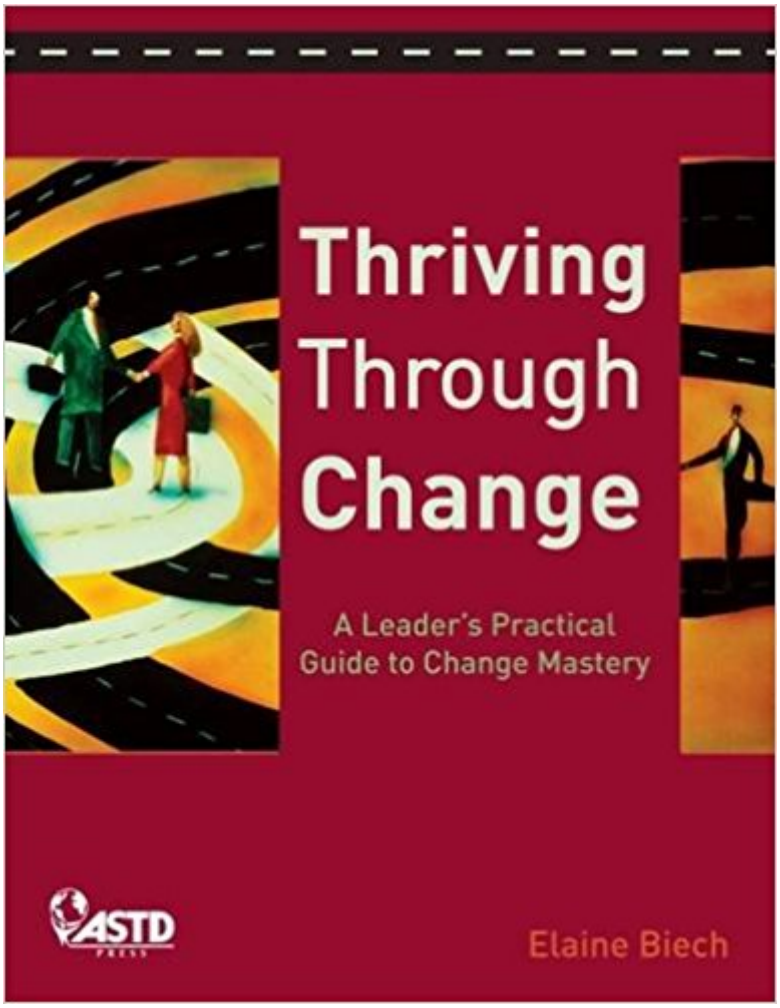
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Thriving Through Change: A Leader's Practical Guide To Change Mastery



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Synopsis

Today’s global organizations must embrace change if they plan on thriving in the global economy. This new title contains practical advice that can be immediately applied. Based on solid theory and demonstrated experience, here is a candid compilation of lessons learned about change. This title will help change leaders understand and implement the 6-step model of change challenging the current state, harmonizing and aligning leadership, activating commitment, and formalizing a design that is complete and easy to use. Included is an Employees Survival Guide, which helps individuals successfully navigate the change process. *Also includes accompanying digital materials (available via download).

Book Information

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Customer Reviews

Elaine Biech is a national treasure. She has a magician’s talent for taking the ideal, speculative, and theoretical and transmuting it into the real, applicable, and practical. And, in Thriving Through Change, Elaine performs her magic with great skill. She offers six clear steps, scores of tips, tools, and techniques, and twenty-three activities to support implementation. Thriving Through Change is comprehensive in scope yet concise in delivery. It elevates our thinking about change, yet is very down-to-earth in tone. It s informed by theory and research yet grounded in practice. It s always a sure bet with an Elaine Biech book, and Thriving Through Change is another winner. I predict you will want to keep it within reach the next time you set out on an adventure in change. --Jim Kouzes, Coauthor of the best-selling, The Leadership Challenge and A Leader’s LegacyElaine has perfected

the ability to focus on the most important issue at hand. But more importantly, she is creative in helping others focus as well. Having an aligned leadership, behind a compelling vision, supported by a strong implementation team is a change leader s dream. Elaine shows you how to do this in Thriving Through Change. I learned things from Elaine that I use every day. Thriving Through Change is guaranteed to teach you things you will use every day, too. --Mindy C. Meads, President and Chief Merchandising Officer, AeropostaleIf the only thing that is consistent in the workplace is change, then Elaine has captured the essence of change in this book. In the past six years she has helped me guide four separate organizations through HUGE change management processes. She created success out of the most challenging situations. In Thriving Through Change she shares why they were so successful. Elaine is a master in this arena and continues to be recognized as such. I am glad I have had her by my side through these change efforts. --Rear Admiral JB Godwin III, United States Navy RetiredElaine has perfected the ability to focus on the most important issue at hand. But more importantly, she is creative in helping others focus as well. Having an aligned leadership, behind a compelling vision, supported by a strong implementation team is a change leader s dream. Elaine shows you how to do this in Thriving Through Change. I learned things from Elaine that I use every day. Thriving Through Change is guaranteed to teach you things you will use every day, too. --Mindy C. Meads, President and Chief Merchandising Officer, AeropostaleIf the only thing that is consistent in the workplace is change, then Elaine has captured the essence of change in this book. In the past six years she has helped me guide four separate organizations through HUGE change management processes. She created success out of the most challenging situations. In Thriving Through Change she shares why they were so successful. Elaine is a master in this arena and continues to be recognized as such. I am glad I have had her by my side through these change efforts. --Rear Admiral JB Godwin III, United States Navy Retired

Elaine Biech is President and managing principal of ebb associates, an organizational development firm that helps organizations work through large-scale change. She has been in the consulting field for more than a quarter of a century. Known as the trainer’s trainer, Elaine has been featured in The Wall Street Journal, Harvard Management Update, and Fortune Magazine. She has worked with business, government and non-profit organizations and specializes in helping people work as teams to maximize their effectiveness. As a management and executive consultant, trainer and designer she has provided services to Land O’ Lakes, McDonald’s, Lands’ End, PricewaterhouseCoopers, Marathon Oil, Hershey Chocolate, Johnson Wax, Federal Reserve Bank, U.S. Navy, NASA, American Red Cross, ASTD, the University of Wisconsin, The College of William and Mary, just to

name a few of her clients. She is author and editor of more than a dozen books, including: Training for DummiesÃƒâ Ã Â®, The Business of Consulting, The Consultant s Quick Start Guide, and is the Editor for the upcoming ASTD Handbook for Workplace Learning and Performance. Elaine has a BS from the University of Wisconsin-Superior in Business and Education Consulting, and her MS in Human Resource Development. She served as the 1986 President of the South Central Wisconsin ASTD Chapter and winner of the 2004 ASTD Volunteer-Staff Partnership Award. She was selected for the 1995 Wisconsin Women Entrepreneur's Mentor Award and in 2001 received the Instructional Systems Association's highest award, The ISA Spirit Award. She is a speaker at more than 50 events a year.

A good step by step guideline to assist one transitioning through change. Conceptual discussions are excellent to broaden one's perspective on change.

great book with practitioner approach

This book is a great place to start for someone who is relatively new to the topic of change management (or for someone who is only familiar with one change management theory/model and wants to expand). The author does a great job introducing the topic and synthesizing the many widely-known models and theories already in existence. There's quite a bit of step-by-step practical applications that make this topic "real." There are also lots of useful pointers and additional resources in the margins. I found this book to be really well-rounded and practical.

Great book!

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