

The Change Monster The Human Forces That Fuel Or Foil Corporate Transformation And Change

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The Change Monster: The Human Forces that Fuel or Foil Corporate Transformation and Change. by. Jeanie Daniel Duck. 3.44 · Rating details · 110 ratings · 7 reviews. Fear, curiosity, exhaustion, loyalty, paranoia, optimism, rage, and revelation--not quite the kind of emotions that are anticipated or discussed when leaders embark on organizational change, but exactly the kind to expect, says Jeanie Daniel Duck in her treatise on the human element of growth.

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Fear, curiosity, exhaustion, loyalty, paranoia, optimism, rage, and revelation--not quite the kind of emotions that are anticipated or discussed when leaders embark on organizational change, but exactly the kind to expect, says Jeanie Daniel Duck in her treatise on the human element of growth. The Change Monster examines how to effectively plan for, address, and manage the least predictable and perhaps the most important aspect of a successful transformation.

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[a] useful and intelligent tool for coping with the inevitable metamorphoses of business (and life). ” —Miami Herald “ Provocative imagery . . . useful questions for managers to ask themselves. ” —Harvard Business Review “ The Change Monster not only talks intelligently about the social dynamics and emotions of people [in change efforts], it does so with wisdom, insight, and practicality ...

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My Experience with the Monster. I have come to know and understand the change monster—my term for all the human issues that swirl around change—both personally and professionally. As a senior vice president with The Boston Consulting Group (BCG), I ’ ve been involved with many companies going through major change.

Change Monster: The Human Forces That Fuel or Foil ...

The Change Monster is the first book on the central issue that blows so many change efforts out of the water: the human interactions and emotional dynamics of the people involved. It is also an unusual book about business, one written from the heart as well as the head.

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The Change Monster: The Human Forces that Fuel or Foil Corporate Transformation and Change Paperback – Illustrated, August 13, 2002 by Jeanie Daniel Duck (Author)

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Crown, Jul 30, 2001 - Business & Economics - 304 pages. 0 Reviews. A brilliant, original, and powerful look at corporate change--mergers, reorganizations, transformations--and why it succeeds or...

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The Change Monster. The Human Forces that Fuel or Foil ...

Reviewed in the United Kingdom on 12 July 2008. The author uses the term "change monster" in her book to refer to all the complex human emotions and social dynamics that emerge during major change efforts. Many managers she says, simplify or ignore the people issue of change, a sure prescription for failure.

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The Change Monster: The Human Forces That Fuel or Foil ...

The Change Monster is a look at how to effectively plan for, address and manage the least predictable and perhaps the most important aspect of a successful change in organisation. Jeanie Daniel Duck's treatise on the human element of growth looks at fear, curiosity, exhaustion, loyalty, paranoia, optimism, rage and revelation as the typical emotions that are encountered when leaders embark on ...

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About The Change Monster. A brilliant, original, and powerful look at corporate change—mergers, reorganizations, transformations—and why it succeeds or fails. The Change Monster is the first book on the central issue that blows so many change efforts out of the water: the human interactions and emotional dynamics of the people involved. It is also an unusual book about business, one written from the heart

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as well as the head.

The Change Monster by Jeanie Daniel Duck: 9780609808818 ...

In The Change Monster, Ms. Duck addresses the communication issues directly, the one-sided view of who should benefit indirectly, and pays not enough attention to what the idea for change should be. The book opens with the perspective of organizations that have to change . . . or else because they have just been taken over, taken someone else over, or won't be around if they don't change.

Exploring the human side of corporate mergers, acquisitions, and change, this business management handbook discusses the human issues linked to the five stages of change--stagnation, anticipation, implementation, determination, and fruition--and examines the social, emotional, and behavioral reactions of people involved in corporate developments. Reprint. 20,000 first printing.

A brilliant, original, and powerful look at corporate change--mergers, reorganizations, transformations--and why it succeeds or fails. The Change Monster is the first book on the central issue that blows so many change efforts out of the water: the human interactions and emotional dynamics of the people involved. It is also an unusual book about business, one written from the heart as well as the head. The Change Monster is a tough-minded but compassionate book about leadership when major changes are demanded: after a merger, when profits are falling or markets being lost. It is also about the discipline and kindness it takes to get the people who report to and depend on you to confront their fears and move on to a new agenda, strategy, or company. The Change Monster is a reminder, through stories and anecdotes, of the essentials of the heart and mind that provide the basis for leadership. It also offers warnings that probably will be heeded only after they have been ignored. How, when you think you have made it clear to people what the new objectives are and how they need to behave differently, you are suffering serious illusions. And how, when you think they are not watching, they are, scrutinizing and often misinterpreting your every move. The Change Monster is also a personal journey. It will take you for a roller-coaster ride and make it clear why you have to muster the courage to take people down to reality before you can lead them back up to success, no matter how brilliant the strategy or plan. Jeanie Duck has a voice and style unlike those of any other business book. She introduces her own life into the book and writes with efficiency, informality, humor. The Change Monster has an important tool, the Change Curve, at its core. Developed from Jeanie Duck ' s years of experience working with some of the most important change efforts of our time, it provides a highly practical way to help you understand and deal with " the change monster " --the emotions and fears everyone has when going through major change. It will serve as your compass in making judgments about where, both intellectually and emotionally, your people are in their readiness and ability to execute a new strategy or make a new organization succeed. So valuable is it that a General Electric vice president commented after seeing its five stages: " I feel like someone who ' s been suffering for years with an unknown ailment and finally got a clear diagnosis. You can ' t imagine how helpful this is. " E-mail your comments about The Change Monster to

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change.monster@bcg.com.

This book brings together experts to discuss relevant results in software process modeling, and expresses their personal view of this field. It is designed for a professional audience of researchers and practitioners in industry, and graduate-level students.

Isaac, eleven, a clepsit adopted by humans, and Wren, a human adopted by clepsits, face the voracans that are trying to claw their way out of their crowded underground home.

Offering a dialogue between anthropology and literature, culture, and media, this book presents fine-grained ethnographic vignettes of monsters dwelling in the contemporary world. These monsters hail from Aboriginal Australia, the Pacific, Asia, and Europe, and their presence is inextricably intertwined with the lives of those they haunt.

Beth Ann Moody is a middle aged widow who wakes up in a strange bed one morning. As if that wasn't bad enough, she soon discovers that there's literally no way out. The doors she finds lead to a closet, a hallway and a bathroom. The view from the window is nothing but white light. No one is with her, yet someone is providing her with basic needs: clothing, food and drink, even a television and a supply of DVDs. Who--or what--is responsible for removing Beth Ann from her life? What is it they want from her? And how will a woman with family and friends survive the isolation she finds herself subjected to?

Show managers of all stripes how to be key change leaders. In today ' s world, organizational resilience, adaptability and agility gain new prominence. Awaken, mobilize, accelerate, and institutionalize change with *Organizational Change: An Action-Oriented Toolkit*. Bridging theory with practice, this new edition uses models, examples, and exercises to help students engage others in the change process. Authors Gene Deszca, Cynthia Ingols, and Tupper F. Cawsey provide tools for implementing, measuring, and monitoring sustainable change initiatives and helping organizations achieve their objectives. The Fourth Edition includes new critical thinking exercises, cases, checklists, and examples as well as updated coverage of key topics such as social media, power dynamics, decision testing, storytelling, and control systems.

Monsters are culturally meaningful across the world. Starting from this key premise, this book tackles monsters in the context of social change. Writing in a time of violent upheaval, when technological innovation brings forth new monsters while others perish as part of the widespread extinctions that signify the Anthropocene, contributors argue that putting monsters at the center of social analysis opens up new perspectives on change and social transformation. Through a series of ethnographically grounded analyses they capture monsters that herald, drive, experience, enjoy, and suffer the transformations of the worlds they beleague. Topics examined include the evil skulking new roads in Ancient Greece, terror in post-socialist Laos ' s territorial cults, a horrific flying head that augurs catastrophe in the

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rain forest of Borneo, benign spirits that accompany people through the mist in Iceland, flesh-eating giants marching through neo-colonial central Australia, and ghosts lingering in Pacific villages in the aftermath of environmental disasters. By taking the proposition that monsters and the humans they haunt are intricately and intimately entangled seriously, this book offers unique, cross-cultural perspectives on how people perceive the world and their place within it. It also shows how these experiences of belonging are mediated by our relationships with the other-than-human.

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