



Sustaining Change

Leadership that works

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Confluence of HR Minds

Sustaining Change Leadership That Works

Deborah Rowland, Malcolm Higgs



Sustaining Change Leadership That Works:

Sustaining Change Deborah Rowland, Malcolm Higgs, 2009-08-27 This is a book destined for leaders who wish to implement change more intelligently and effortlessly Drawing on a combination of rigorous research and extensive organizational experience the authors present a framework for leading change *Changing Leadership* that describes the specific leader practices they have found make the biggest difference between success and failure in implementing high magnitude change In doing all of this the leader works to make change happen in the day to day activity and conversations of the organization

Sustaining Change in Schools Daniel P. Johnson, 2005 Ensure the success of your school change efforts with a proven five step process that will strengthen working relationships among teachers parents and administrators

Developing Change Leaders Paul Aitken, Malcolm Higgs, 2010-08-20 Implementing change is a major business challenge Is your leadership up to the task With change initiatives failing so frequently despite many books on the market addressing separately the topics of leadership and change management *Developing Change Leaders* tackles in one concise volume the all important question of how to develop effective change leaders who make a difference to organizational life Providing the detailed practical guidance frameworks and tools that competing titles lack this how to book will help you address the challenges of change and develop your own interventions Based on the authors real life experience of designing development programmes and coaching individual change leaders *Developing Change Leaders* will help you to assess your readiness for leading change and develop the necessary skills to make change successful Considering the essential background theory including the contemporary context of change leadership and broader organizational considerations which impact on change leadership capability the book concludes with an overarching framework for use and adaptation by those responsible for developing change leaders Combining academic prowess and industry consultancy experience Paul Aitken and Malcolm Higgs are the ideal experts to translate academic theory into leadership and human resource practice

Ironies of Organizational Change Richard J. Badham, Brenda M. Santiago, 2023-05-09 This unique book provides a novel and challenging framework for understanding and influencing organizational change It reimagines managing and leading change as the mindful mobilisation of maps masks and mirrors

Still Moving Deborah Rowland, 2017-04-17 *STILL MOVING* Still Moving How to Lead Mindful Change sets out an innovative approach for guiding organisations and indeed entire systems through ongoing disruptive change It combines Deborah Rowland s own rigorous research into change and its leadership with insights from her extensive field experience helping major global corporations including GlaxoSmithKline RWE and Shell achieve lasting change with increased productivity employee engagement and responsible societal impact It is filled with helpful inspiring stories of leadership and change from the real world and bravely the author s own personal journey Challenging leaders to cultivate both their inner and outer skills necessary for success *Still Moving* weaves together the being and doing states of leading change and emphasises the importance of a mindful stance and deep systemic perception

within a leader With the goal of collaborative sustainable change the book delves into a variety of important topics including present moment awareness intentional response edge and tension and emergent change Compelling and provocative Still Moving questions the conventional wisdom of much change theory and asks that leaders first work on their inner source in order to more effortlessly change the world around them The Psychoanalysis of Career Choice, Job Performance, and Satisfaction Paul Marcus,2017-01-20 Freud said that love and work are the central therapeutic goals of psychoanalysis the twin pillars for a sound mind and for living the good life While psychoanalysis has masterfully contributed to understanding the experience of love it has only made a modest contribution to understanding the psychology of work This book is the first to explore fully the psychoanalysis of work analysing career choice job performance and job satisfaction with an eye toward helping people make wiser choices that bring out the best in themselves their colleagues and their organization The book addresses the crucial questions concerning work how does one choose the right career what qualities contribute to excellence in performance how best to implement and cope with organizational change and what capacity and skills does one need to enjoy every day work Drawing on psychoanalytic thinking vocational counseling organizational psychology and business studies The Psychoanalysis of Career Choice Job Performance and Satisfaction will be invaluable in clinical psychoanalytic work as well as for mental health professionals scholars career counselors and psychologists looking for a deeper understanding of work based issues **Responsible Leadership** Steve Kempster,Brigid Carroll,2016-03-31 It is time for the development of a new kind of business leadership Global needs call for a revision of market capitalism and a move towards moral capitalism a move from value to values from shareholders to stakeholders and from balance sheets to balanced development Kofi Annan With the challenge of this transition in mind this book argues that it is time for a new understanding of leadership a new romanticism which looks behind the overvalued heroic leadership notion The editors explore a romanticized rhetoric and situate it within current discourses of authentic distributed and ethical leadership where societal economic and environmental challenges require us to take a collective lead towards doing good and growing well Exploring this dichotomy of romantic ideal and essential requirement this book combines the insights of leading academics and with those of practitioners in the field Thought provoking and engaging it will challenge both thinking and practice and is essential reading for all those operating or researching in the field of leadership particularly those who realize the overwhelming challenges of sustainability and corporate social responsibility which the world now faces **HBR Guide to Leading Through Change** Harvard Business Review,2024-08-27 Drive transformation Change is now constant As a leader you must serve as interpreter project manager cheerleader and conduit Plans evolve Contexts shift Progress happens in fits and starts Through it all you must push your team forward even when you encounter pushback How can you ensure that your team has the information the mindset and the resources they need to be successful The HBR Guide to Leading Through Change provides the practical tips research stories and advice you need to understand communicate and implement change

effectively no matter the size or scale of the challenge you're facing You'll learn to Improve your odds of success Communicate a shared vision Keep going even amid lags and setbacks Deal with naysayers and roadblocks Build trust and resilience on your team Make a lasting impact Arm yourself with the advice you need to succeed on the job with the most trusted brand in business Packed with how-to essentials from leading experts the HBR Guides provide smart answers to your most pressing work challenges *Leading Change from Within* Brian Strobelt, 2015-02-04 Change is at the core of human essence The simplest definition of change is to make different Human essence isn't so simple to define Aristotle referred to it as *to ti esti* the what it is As such change makes different what is Many experts now assert the number one task of leaders is simply to manage change Yet managing change is anything but simple Leading change is even more difficult Maximizing value in this environment requires leadership and not yesterday's authoritarian style of leadership but leadership at a higher level that connects with both the heart and the mind **Positive Psychology in Practice** Stephen Joseph, 2015-03-30 The best minds in positive psychology survey the state of the field Positive Psychology in Practice Second Edition moves beyond the theoretical to show how positive psychology is being used in real world settings and the new directions emerging in the field An international team of contributors representing the best and brightest in the discipline review the latest research discuss how the findings are being used in practice explore new ideas for application and discuss focus points for future research This updated edition contains new chapters that explore the intersection between positive psychology and humanistic psychology salutogenesis hedonism and eudaimonism and more with deep discussion of how the field is integrating with the new areas of self-help life coaching social work rehabilitation psychology and recovery-oriented service systems This book explores the challenges and opportunities in the field providing readers with the latest research and consensus on practical application Get up to date on the latest research and practice findings Integrate positive psychology into assessments life coaching and other therapies Learn how positive psychology is being used in schools Explore possible directions for new research to push the field forward Positive psychology is being used in areas as diverse as clinical counseling forensic health educational and industrial organizational settings in a wide variety of interventions and applications Psychologists and other mental health professionals who want to promote human flourishing and well-being will find the second edition of Positive Psychology in Practice to be an informative comprehensive guide

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