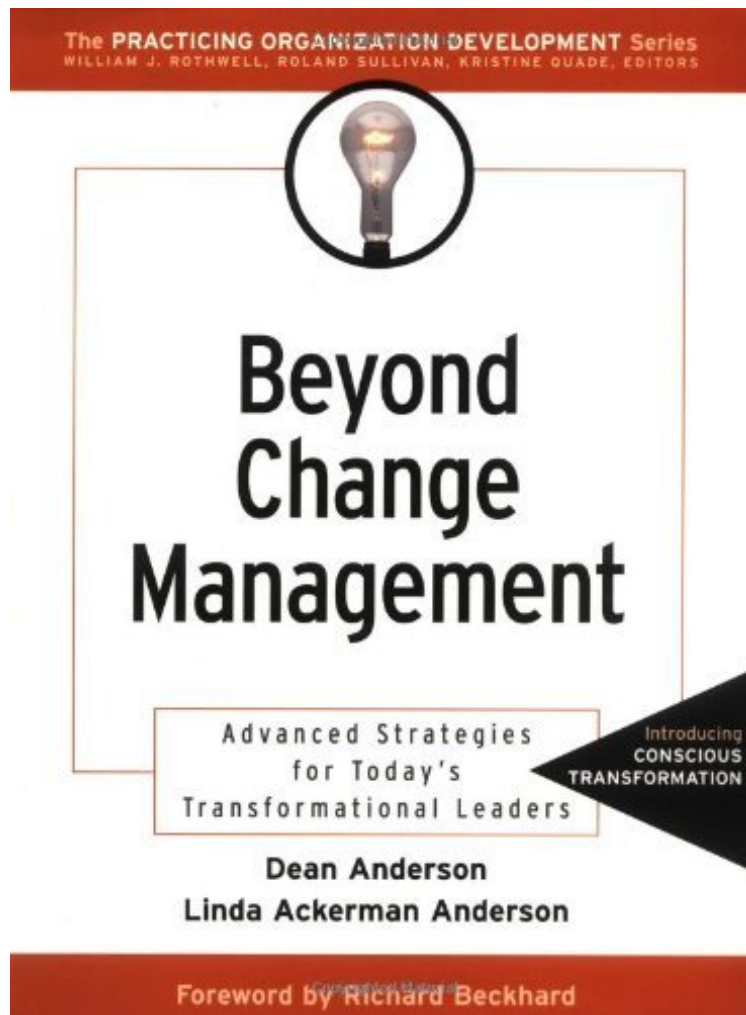


# Beyond Change Management: Advanced Strategies for Today's Transformational Leaders

Dean Anderson, Linda Ackerman Anderson  
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**Dean Anderson, Linda Ackerman Anderson : Beyond Change Management: Advanced Strategies for Today's Transformational Leaders** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Beyond Change Management: Advanced Strategies for Today's Transformational Leaders:

0 of 0 people found the following review helpful. Beyond Change Management For my review, I'll speak from ...By David J. Niles Beyond Change Management For my review, I'll speak from a pragmatic perspective. That is, as most of the authors do provide detailed explanations and backgrounds describing each of their subject areas ...; are there any examples or takeaways of artifacts, forms, questionnaires etc., which a reader could use in their day-to-day operations or management. I'll list some of the major ones I found, which could make this book definitely worth purchasing.; E.g.: Drivers of change ...; clarifies the need for change, use in a business case...;

Questionnaire: Determining the type of change required and provides the approach to change; Assessment: Your change leadership style; highlights critical areas for leadership development; Process: Nine (9) phase change process model for leading transformation including high level activities; the "how to"; Questionnaire: Comparing change models; are all of the bases covered?; Checklist: Development arenas for change leaders; initial curriculum; Template: Building a change strategy; table of contents

In conclusion, though this book is informative, as a practitioner, I found the companion book: "change leaders roadmap" provided the details that I was looking for. 1 of 1 people found the following review helpful. A New Mindset for Change Leaders By Marty Jacobs

Implementing transformational change in an organization can be a daunting task. Current statistics indicate that nearly 70% of all change efforts fail. This book introduces the concept of conscious transformation as a proactive approach to transformational change, and its main focus is building change leadership competency. Sections of the book discuss the leader's mindset as a leverage point for change and challenge a leader to examine their fundamental assumptions about reality. There are also a number of tools that can help build a leader's capacity to successfully lead transformational change. Finally the authors outline in detail their Change Process Model, listing specific activities to undertake as an organization moves through transformational change. This is a particularly valuable book in combination with the authors' subsequent book, The Change Leader's Roadmap. 1 of 1 people found the following review helpful. Chock full of good stuff

By Keith Merron

Every now and then, a book comes along that begs to be read. Beyond Change Management and its companion piece, The Change Leader's Handbook, are two such books. In an easy to read style, the authors, Dean Anderson and Linda Ackerman-Anderson, have wonderfully elucidated the key principles of organizational transformation. Every leader of an organization seeking to transform the context, culture, and quality of their organization need to be familiar with these principles. Based on my 20 years of experience helping organizations transform, I know first hand that the process of transforming an organization, large or small, is fraught with pitfalls, twists, and turns. Without a roadmap, such an endeavor is often destined to fail. The authors, through these companion pieces of work, provide such a roadmap. Equally as important, they clearly describe the principles of action and thought that underlie this roadmap. All too often, authors give the "how-tos" of change, but do not give ample focus on the mindset needed to effectively lead such a change. Here, in these companion pieces, the authors do both. For this alone, the book is worthy of applause. And yet, the authors of this book do more. The level of detail provided by these books match the complexity of the change process. Rather than reduce the process to a nifty little model, they have clarified a way of thinking that is complex enough to mirror the difficult challenge of transformation. By providing a clear, intelligent framework of thinking, and map for transformation, the authors have provided a gift to leaders and facilitators, that if followed, will be a crucial support for action. I highly recommend these books.

Transform your organization!

To truly transform your organization, you must learn to transform your own mindset. Beyond Change Management--the only book specifically about the interaction of leadership style, mindset, and the change process--revolutionizes leaders' approach to transformational change. Shattering the myth that transformation can be managed, this book--part of the Practicing OD Series--offers you new directions and ways of thinking and behaving that are essential for successful change. Its unique approach brings organization development (OD) into the mainstream of leaders' approaches to change, expanding and integrating the fields of OD, leadership, change management, and consciousness. You'll also get: ready-to-use worksheets, questionnaires, guidelines

"Powerful business solutions to the current chaos facing many organizations today. Dean Anderson and Linda Ackerman Anderson get to the heart of change, the human touch, by using timeless techniques and tools." --Ken Blanchard, coauthor, The One Minute Manager and Gung Ho!

"The authors combine their keen observations, sharp insights, and open hearts to produce towering works that will stand as lasting contributions to leadership and organization development. . . [t]hey guide us along a path of personal discovery so that we may have the strength of spirit to risk the creation of more meaningful organizations." --Jim Kouzes, coauthor, The Leadership Challenge and Encouraging the Heart

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"If you are serious about transforming your organization and willing to consider personal change, you must read this book" --John E. Lobbia, former chairman and CEO, DTE Energy

"This book is about mastery of leading the transformational change process written by master of the craft. A serious read for corporate leaders and consultants who consider themselves committed students of the process of organizational change." --Daryl Conner, CEO/president, ODR and author, Managing at the Speed of Change and Leading at the Edge of Chaos

"In today's world of organization change, everyone talks about the necessity of changing people's mindsets, especially

people in positions of leadership. But no one tells us what mindset means, much less (how to) change it. The beauty of this easy-to-read book by Anderson and Ackerman Anderson is that they do both! A significant contribution indeed!" -- W. Warner Burke, professor of psychology and education, Teachers College, Columbia University, and senior advisor, PricewaterhouseCoopers "A compelling and practical picture of the theory, concept, and application that individuals and leaders must embrace to successfully support individual and organization transformation." --John Carter, Ph. D., GIC Organization Systems Development Center

**From the Inside Flap**To truly transform an organization, say the authors of this groundbreaking book, leaders must first transform their own mindset. *Beyond Change Management*-the only book specifically about the interaction of leadership style, mindset, and the change process-revolutionizes leaders' approach to transformational change. Shattering the myth that transformation can be managed, this book -- part of the Practicing OD Series -- offers you new directions and ways of thinking and behaving that are essential for successful change. Its unique approach brings organization development (OD) into the mainstream of leaders' approaches to change, expanding and integrating the fields of OD, leadership, change management, and consciousness. You'll also get ready-to-use worksheets, questionnaires, guidelines, and assessment instruments. "Powerful business solutions to the current chaos facing many organizations today. Dean Anderson and Linda Ackerman Anderson get to the heart of change, the human touch, by using timeless techniques and tools."--Ken Blanchard, coauthor, *The One Minute Manager* and *Gung Ho!* "The authors combine their keen observations, sharp insights, and open hearts to produce towering works that will stand as lasting contributions to leadership and organization development. . . .[t]hey guide us along a path of personal discovery so that we may have the strength of spirit to risk the creation of more meaningful organizations."--Jim Kouzes, coauthor, *The Leadership Challenge* and *Encouraging the Heart* "Two pioneers share their visionary ideas and energy in this wonderfully creative synthesis of all the best current ideas in organizational transformation. A superb resource."--Peter Vaill, professor and holder to the distinguished chair in management education graduate school of business, University of St. Thomas "If you are serious about transforming your organization and willing to consider personal change, you must read this book"--John E. Lobbia, former chairman and CEO, DTE Energy "This book is about mastery of leading the transformational change process written by master of the craft. A serious read for corporate leaders and consultants who consider themselves committed students of the process of organizational change."--Daryl Conner, CEO/president, ODR and author, *Managing at the Speed of Change* and *Leading at the Edge of Chaos*

**The Authors** Dean Anderson is the creator of The Leadership Breakthrough Program, which is Being First's hallmark process for changing leadership mindset and transforming culture in corporations. During the late 1970s and 1980s he did groundbreaking work on how to optimize personal performance through personal change, and is currently a through leader in the field of organization transformation. Linda S. Ackerman Anderson spearheaded the development of the most comprehensive change management methodology available on the market today, leading the writing of the Change Process Guidebook for her company, Being First, Inc. She was one of the original creators of the Organization Transformation field, and has spoken about the subject all over the world.

**From the Back Cover**To truly transform an organization, say the authors of this groundbreaking book, leaders must first transform their own mindset. *Beyond Change Management*-the only book specifically about the interaction of leadership style, mindset, and the change process-revolutionizes leaders' approach to transformational change. Shattering the myth that transformation can be managed, this book -- part of the Practicing OD Series -- offers you new directions and ways of thinking and behaving that are essential for successful change. Its unique approach brings organization development (OD) into the mainstream of leaders' approaches to change, expanding and integrating the fields of OD, leadership, change management, and consciousness. You'll also get ready-to-use worksheets, questionnaires, guidelines, and assessment instruments