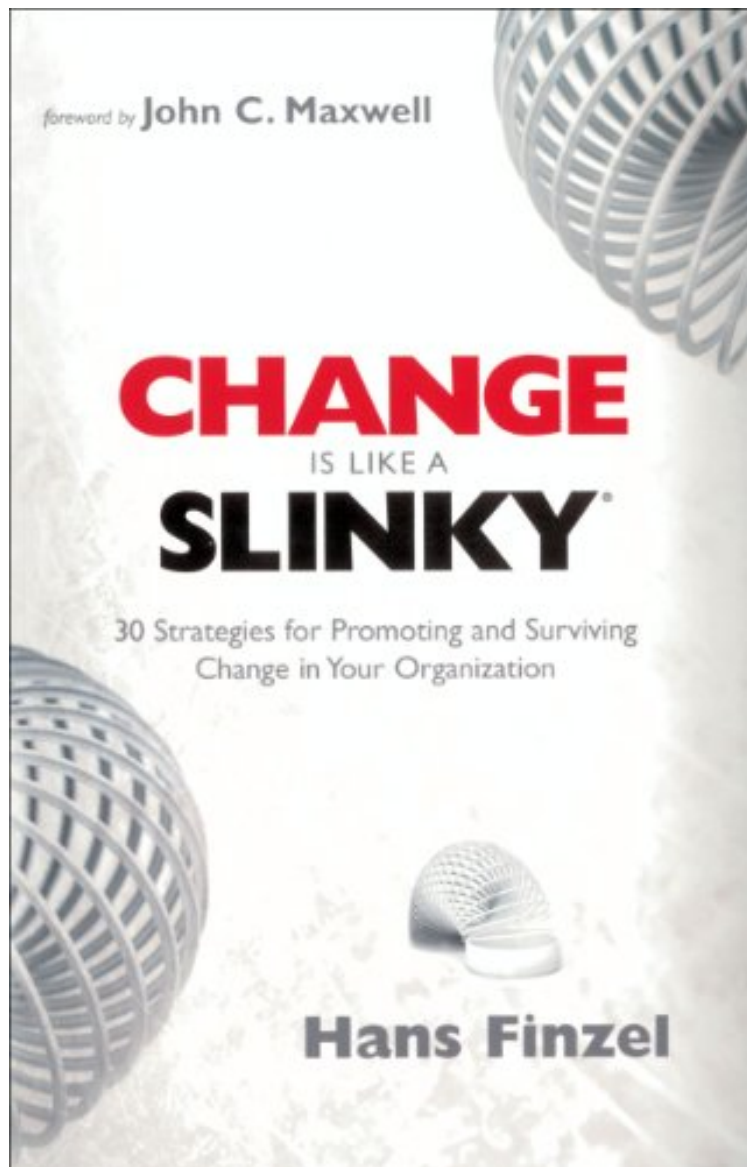


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Change is Like a Slinky: 30 Strategies for Promoting and Surviving Change in Your Organization (World's Easiest Pocket Guide)

Hans Finzel

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Hans Finzel : Change is Like a Slinky: 30 Strategies for Promoting and Surviving Change in Your Organization (World's Easiest Pocket Guide) before purchasing it in order to gage whether or not it would be worth my time, and all praised Change is Like a Slinky: 30 Strategies for Promoting and Surviving Change in Your Organization (World's Easiest Pocket Guide):

4 of 5 people found the following review helpful. Very Creative and Useful!
By Michael G. Chaffee
I was looking for a book that I could use to teach change dynamics in organizations. Finzel does an excellent job of taking the mounds of material available on organizational change and writing it in a popular style. The book is thorough, revealing six stages of change that are basic to every change process in an organization be it government, business, or non-profit. He creatively tells the story of the popular Slinky toy spring as he reveals 30 strategies that anyone in an organization can use to bring about change. Well worth the price, the book can be used easily as the foundation for a workshop or seminar leading people through the dynamics of change.
0 of 0 people found the following review helpful. If it ain't broke
By John
In chapter four, Finzel tells the story of Richard James, the man who stumbled upon the discovery of torsion-spring-as-toy (slinky) and ended up "a major tycoon in the international toy business." One gets the feeling Finzel is hoping to duplicate such success with his change-as-slinky metaphor. Maybe things will take off for him, too. He writes, "No position of leadership, advanced degree, or stratospheric IQ will allow you to nudge change into motion any more skillfully [than anyone else]..."
The writing is fun and quirky, so that we will know that changes can be fun as well. There are lots of references to how things are different now, like all the Eminem and Britney Spears CDs that people are buying in St. Petersburg. Thirty strategies are hidden in these pages, somewhere.
Bottom line: enjoy changes, but don't impose change just for change's sake.
Finzel: "To twist an old cliché, fixing something is only a good idea if that something is broken." Of course, most of us will prefer it how it actually goes: If it ain't broke...
3 of 3 people found the following review helpful. An Introduction to Change
By MrTwistoff
If you have never been exposed to Social Change principles, then this book may be a good introduction for you.
The main phases are sound:
1. Accept
2. Aim
3. Anticipate
4. Attack
5. Adjust
6. Align
The phases could be redefined, relabeled, in any number of ways - but the principle here is a conscious, active effort at change. The emphasis on communicating is a very important aspect indeed. Follow through, and continual feedback are essential elements discussed. The area of negotiation and adaptation are not covered in as much detail as needed to learn these skills adequately.
The idea of input for resisters is important, as are not coddling this sector (or they will hold you back). Many poor implementers simply force change harder, and though this will get the tasking done - the environment will revert back to from whence it came once the bureaucracy gets hold of it.
I felt this was a relatively easy read (although I have read a lot on, and am academically trained in, this subject). The "30 Strategies" cited in the subtitle are not "apparent," you have to do your own organizing to get this information to stand out.
There are some good techniques and tactics to be learned. They are good beginnings, but the book is not big on detailed analysis. The stories are light, the analogies broad but basic principles are covered.
If you are looking for a deep treatise, this is not it. The author refers to a cofounder of Microsoft as David Allen, and bases chapter 18 on a quote from him. (David Allen is a time management author/guru, the cofounder of Microsoft is Paul Allen.) You can see here where attention to detail is not Finzel's strongest mark.
Given this, you can be sure the book covers broad stroke principles - and does get the point across - but is not something I would rely on for very specific honing of change skills.
It is a start, an introduction however, particularly useful to the forceful (confused why they can't implement change). The trouble with the book is that the population it would best serve is not the population that will read it. The population motivated to read it, probably could do with the introduction in a few chapters and move to more detailed skills development more quickly.

A practical guide to navigate change in today's organizational climate. Change or perish: this is a current motto for leaders in all types of organizations. But how does one adapt to such fast and furious change and effectively lead the organization through change intact and more effective? Hans Finzel provides a proven strategy in *Change is Like a Slinky*, exploring the six major phases in the cycle of change. As he says, 'Change is a lot like a Slinky... A slinky can be a lot of fun, but it is also completely unpredictable.' Instead of grudgingly wading through inevitable change, readers will find themselves equipped and fired up to tackle it head on.

If you're wrestling with change in your group or organization -- and who isn't? -- this is a must-read book.
Hans Finzel shows that like a Slinky, change can be fun.
His style and down-to-earth insights teach you how to navigate change-not from a classroom but in the real world, working with real people.
-Ken Blanchard, co-author of *The One Minute Manager* and *The Leadership Pill*
Make this book an essential part of your leadership library.
And let Hans Finzel be your lighthouse captain through the circuitous route to positive, constructive, well-tolerated change.
Ignore him at your peril.-John Maxwell, Founder, The INJOY Group