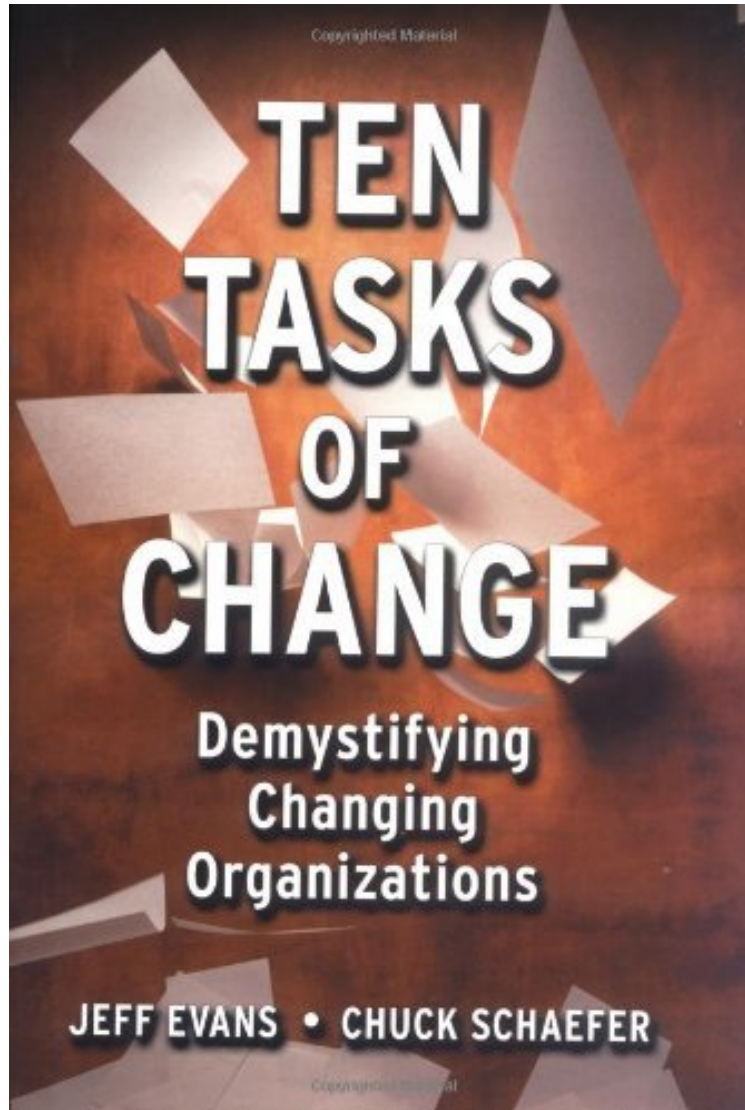


(Pdf free) Ten Tasks of Change: Demystifying Changing Organizations

Ten Tasks of Change: Demystifying Changing Organizations

Jeff Evans, Chuck Schaefer

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Jeff Evans, Chuck Schaefer : Ten Tasks of Change: Demystifying Changing Organizations before purchasing it in order to gauge whether or not it would be worth my time, and all praised Ten Tasks of Change: Demystifying Changing Organizations:

0 of 1 people found the following review helpful. Impressive and Succinct Approach to ChangeBy Bill ZybachJeff Evans and Chuck Schaefer have created an excellent and multifaceted tool for anyone dealing with change - which reads like a road-guide but is not prescriptive - I am already using it to assisting the District of Columbia in creating a new State Level Department of Education, as well as a guide for developing "Requests for Proposals" for contractors helping the City reinvent/restructure its delivery of services.As an organizational consultant working with local, state,

and federal organizations for over 20 years, I have used and seen a variety of strategies/tactics to address a myriad of changes. This easy to use book is a unique approach that provides any user with a simple and effective methodology - that is clear and concrete - and at the same time avoids the danger of being "cookie cutter" in application. The authors have done a remarkable job anchoring this approach in well researched and time tested theories, without overwhelming the user in the academics, and thus losing sight of the real purpose, the need for a powerful, practical tool that transcends the challenging paradox of change; it addresses the true complexity and chaos found in most organizational contexts - i.e., it addresses the reality of the world we live and work in - in a wonderfully effective yet simple framework - Ten Tasks! Thanks for capturing the approach that I have felt has been missing throughout my 20 year career - the nexus of theory and application - in a clear and understandable form (I am glad someone finally wrote the book - and I wouldn't change a thing)! Thanks, and Best Wishes Bill Zybach Business Process Manager, Office of the Chief of Technology Officer, Office of the Mayor, Washington, DC

1 of 1 people found the following review helpful. A Practical Guide By A Customer I've just finished the Ten Tasks of Change and found it to be a practical guide to managing change. In my work in education, I find one of the most challenging hurdles is guiding people through change. This book provides useful advice from the get-go, translating conceptual principles into plain language, as in "Swiss-cheesing the overwhelming.... poking a few holes in the task by getting on with what you can do now." The authors also do an excellent job of synthesizing and building upon the work of others, as seen in their 'Checklist for a Well-Designed Job'. Lastly, I found it most useful that they not only stress what to ideally 'do and attempt' when facilitating change, but also include advice on what to avoid doing, with a list of 'Common Trip Points' at the end of each chapter.

0 of 0 people found the following review helpful. Simplifying Change! By Don R Langewisch Much has been written about organizational change. The ability for an organization to successfully change and sustain the change is a key differentiator today's competitive world. I found this book was "manager friendly". I could quickly review the "Points to Remember" and "Common Trip Points" as listed in each task to ensure our team was focused on the right things. The Ten Tasks of Change is a ideal book to simplify every leader's most complex issue: change. -- Don Langewisch, Performance Systems Manager, ChevronTexaco Corporation

The days of predictability and stability in organizations are gone. In today's world of rapid change, agility is a defining characteristic of successful, high-performance companies. In this environment, say Jeff Evans and Chuck Schaefer, it is essential that the ability of an organization to work at change be institutionalized. In Ten Tasks of Change, the authors offer a whole-systems approach to change at work and present you with a model for dealing with rapid and intentional change in the twenty-first-century organization. Bridging the gap between theory and practice, Evans and Schaefer give you a logical framework for: * Thinking through the objectives of the work of change * Planning the activities to achieve those objectives * Using a selection of best-practices principles to accomplish them . . . and much more!

"With the Ten Tasks approach we made a huge leap in capability, with a manageable level of disruption. We have since decided to apply this system on another technology application, which should indicate it's value to our organization" (Dave Reeves, vice president, Chevron Products Company) "The Ten Tasks of Change is a must-read for anyone engaging and leading organizational change work." (Adrienne Seal, senior organizational effectiveness consultant, The Clorox Corporation) "Bridges the theory and practice of organizational change. Individuals at every level of the organization will benefit from the clear concepts outlined in this book." (Elizabeth Thach, associate professor, school of business, Sonoma State University) "Will be particularly useful to managers and executives - demystifies change processes by framing them as work tasks. A useful addition to the change literature." (Edwin C. Nevis, consultant, author, president of Gestalt International Study Center) "Those who truly want to build commitment for new major initiatives, would do well to use the Ten Tasks as a guide." (Rick Maurer, author, Beyond the Walls of Resistance and Building Capacity for Change Sourcebook) "By peeling off the change jargon, the authors allow the reader to understand what needs attention and to practice logical, concrete, realistic steps to accomplish organizational change." (Gerald V. Miller, president, Gerald V. Miller Associates) "Delivers as advertised. Use this book as a guidebook and understand these tasks, and organizational change will be better understood, and more importantly, achieved." (Kevin Eikenberry, president, Discian Group) "...the authors state that their aim is to bridge the gap between theory and practice...they have certainly succeeded..." (Professional Manager, November 2001) "Chapter provide an easy, pragmatic approach to achieving the basics of tasks of the framework presented by the authors." (Library Bookwatch, 1/02) "With the "Ten Tasks" approach, we found out how to combine leadership vision, workforce engagement and process change into one comprehensive system. With it, we made a huge leap in capability, with a manageable level of disruption. We have since decided to apply this system on another technology application, which should indicate it's value to our organization." — Dave Reeves, vice president, Marketing, Chevron Products Company "The "Ten Tasks of Change" is a must read for anyone engaging and leading organizational change work." — Adrienne Seal, senior organizational effectiveness consultant, The Clorox Corporation "Bridges the theory and practice of organizational change. Individuals at every level of the organization

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