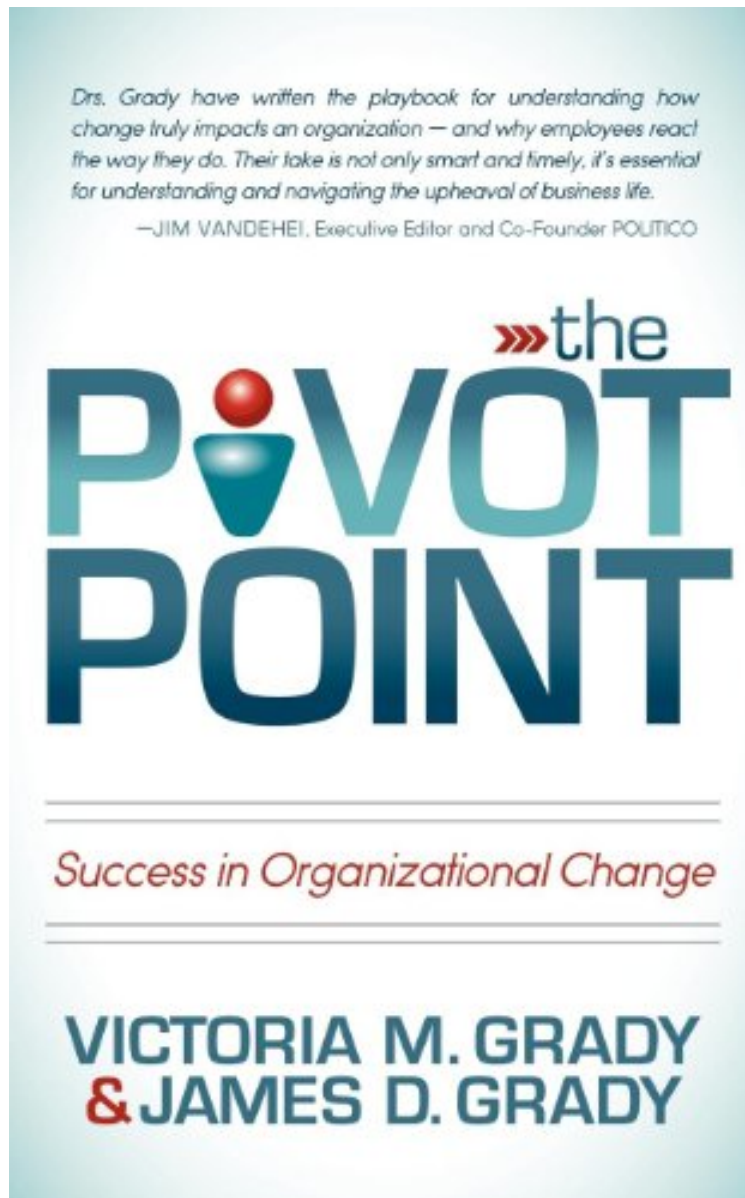


(Read and download) The Pivot Point: Success in Organizational Change

## The Pivot Point: Success in Organizational Change

Victoria M. Grady

ebooks | Download PDF | \*ePub | DOC | audiobook



 Download

 Read Online

#723765 in eBooks 2012-06-01 2012-06-01File Name: B008COJQLA | File size: 66.Mb

**Victoria M. Grady : The Pivot Point: Success in Organizational Change** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Pivot Point: Success in Organizational Change:

2 of 2 people found the following review helpful. Breakthrough in Change ManagementBy Amy RiccardiThis book is a quick read and an excellent demonstration of where other change management strategies fall short. Drs. Victoria and James Grady focus on people at the center of change - which is where the focus should be. One of my biggest issues as

a change management consultant is that the methodologies out there today are so focused on process, and if they address the people who have to deal with change, it is considered an afterthought. Here, the focus is on why people are so resistant to change and how organizations can clearly identify and pinpoint the symptoms, both individual and organizational, and begin to address them. We all have heard it around the water cooler at the office, at lunch, or after work, a colleague who is frustrated with their job, doesn't want to engage in their work anymore, takes "mental health days", etc. All of these are individual symptoms of resistance to change. When enough employees feel resistance you see issues like increased absenteeism and turnover or decreased morale and productivity. The Loss of Effectiveness Index is the tool an organization can use to identify these issues and address them before they become organizational issues. Everyone will be able to identify with at least one or two of the characters in the book and understand what is truly at the center of resistance to change: people. A great breakthrough in change management!

1 of 1 people found the following review helpful. A Must Read! By Mike L. Having been through many change management evolutions in both my military and civilian career, I have personally witnessed the negative effects that come with "positive" change for the organization. Although my colleagues and I have frequently discussed the need for change to happen in any organization, we never looked at it from the view of attachment and the individual. The manner at which Dr. Grady approaches the situation and carefully describes the phases in which the employees go through rings an all too familiar tone. Dr. Grady's analysis of this process and the manner in which to combat the negative effects of change management is detailed and easy to understand. If a company is contemplating a change within the organization, key stakeholders need to read this book prior to kick-off. The costs associated with initiating a change management program and driving that program to completion are high. The hidden costs of "non-adopters" will drive that cost even higher and that cost is rarely, if ever, incorporated in initial estimates. Therefore, as a manager, director, VP, C-Suite executive that is considering a change management program, reading this book should be mandatory to ensure the most expeditious and cost effective implementation of the plan.

1 of 1 people found the following review helpful. Interesting concepts useful suggestions By Chaz This was a fast read, but is full of good information so truly deserves a second and third read. By using story-telling, the authors introduce situations that keep the reader evaluating and analyzing. I found the concept of workplace attachment and its impact on change very fascinating. Change is a daily occurrence for IT professionals, and I'm hopeful that this understanding will have a major, positive impact on future projects and enterprise roll-outs. This should be required reading before embarking on any major organizational changes.

Resistance to change is a flawed description of the challenge that we all face as employees. The Pivot Point offers a unique perspective on organizational change and the nature of its impact on individual employees that is not new in its origin, but in its application. The problem with change is not necessarily the addition of a new, but the threatened loss of the existing---the removal of the support we ALL lean on to complete our daily work tasks.

Drs. Grady have written the playbook for understanding how change truly impacts an organization - and why employees react the way they do. Their take is not only smart and timely, it's essential for understanding and navigating the upheaval of business life. -Jim VandeHei, Executive Editor and Co-Founder, POLITICO