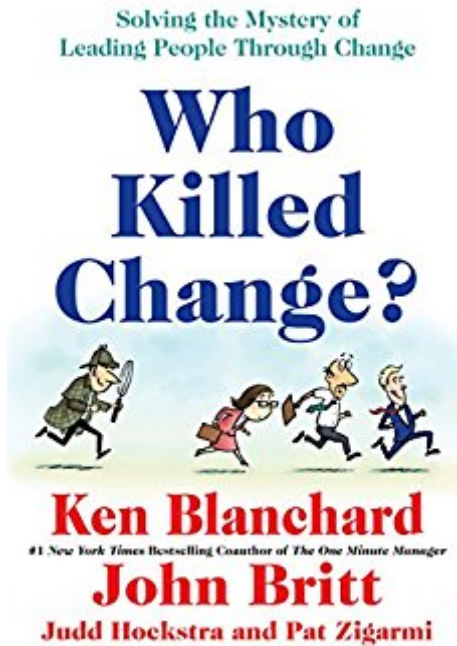


The book was found

# Who Killed Change?: Solving The Mystery Of Leading People Through Change



## Synopsis

Who Killed Change? Solving the Mystery of Leading People Through Change Every day organizations around the world launch change initiatives—often big, expensive ones—designed to improve the status quo. Yet 50 to 70 percent of these change efforts fail. A few perish suddenly, but many die painful, protracted deaths that drain the organization's resources, energy and morale. Who or What Is Killing Change? That's what you'll find out in this witty whodunit. The story features a Columbo-style detective, Agent Mike McNally, who's investigating the murder of yet another change. One by one, Agent McNally interviews thirteen prime suspects, including a myopic leader named Victoria Vision; a chronically tardy manager named Ernest Urgency; an executive named Clair Communication, whose laryngitis makes communication all but impossible; and several other dubious characters. The suspects are sure to sound familiar and you're bound to relate them to your own workplace. In the end, Agent McNally solves the case in a way that will inspire you to become an effective Change Agent in your own organization. A step-by-step guide at the back of the book shows you how to apply the story's lessons to the real world. Key questions help you evaluate the health of your organization's change initiatives, and you'll learn best practices for enabling and sustaining the desired change.

## Book Information

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## Customer Reviews

This book took a problem that is common in the workplace today, broke it down into understandable components and explained simple solutions. The mystery theme made this a fun read. A must have for companies dealing with change in today's economy

What an interesting way to look at change within a firm. It was amazing for me to see much of what I learned in my operations and organizational management classes put into a story about a murder. Without the multiple facets that make up the company supporting and nurturing Change, it will "die" and will keep the company from prospering. Blanchard and Britt do a wonderful job at explaining ways to facilitate change in a growing company. The experiences from their prior work expertise is evident in this book. My favorite quote from the book was that of Performance, who said, "all good ideas must be reduced to hard work." This is what Performance is all about! As a student entrepreneur, I have found that a good idea is only a good idea until a strategy can be put in place to make the idea flourish and come to fruition. Who Killed Change is a remarkable breakdown of organizational structure and methods to success in changing organizational environments.

This is a great book. It was reasonably priced. I read all the Ken Blanchard books. This book helped me understand business and management better. It is a great tool for MBA students. Highly recommend.

Having just moved into a new leadership role in a new non-profit sector, I was delighted to find "Who Killed Change," by one of my favorite authors, Ken Blanchard. The book is a concise "whodunit" type read...exposing the thirteen change killers in an organization. Easily read in two hours...clear implementation strategies. The mystery in a business setting takes a look at such culprits as:

- \*Culture of the firm
- \*Leadership commitment
- \*Absence of sponsorship and guidance
- \*Problems with the change leadership team
- \*Ineffective communication and dialogue
- \*Lack of urgency
- \*Lack of communication of an inspiring vision
- \*A plan w/o necessary operational details
- \*A tight budget
- leader w/o sense of vision
- \*Poor training
- \*Lack of achievable incentive plan
- \*Poor performance management
- \*Questionable accountability

Thank Ken for a tool that provides useful checklists describing what change-assassinating behaviors to look for along with clear solutions I can

implement today. A suggestion for you - take the mini-assessment to determine how ready your organization is for change at [...].

Very easy to read book that teaches key business principles. Similar style to "who moved my cheese". Very good book.

Who Killed Change ("WKC") is filled with valuable insights, and it is fun to read. WKC a great job of making a complex subject (leading people through change) easy to understand for the typical manager or leader. This is the way it should be as change management/leadership should not be the practice of a select few within organizations. I really like the chapter at the end of the book (Helping Change Thrive in Your Organization) that shows you how to apply the story's lessons to the real world. The questions provided help you evaluate the health of your own change initiatives.

This book is right on the money. Easy to read and true to the style of the Blanchard collection. It's easy to identify characters and blockers in the workplace. Identification of the problem is the beginning of finding the solution. Change and taxes are inevitable in this life. Neither are readily accepted but knowledge and understanding make both easier to live and deal with.

What an interesting read. I have read many books on organizational change processes and I enjoyed the style of this book so much. A book about organizational change written like a murder mystery, except full of rich content and value. This is a must read for leaders, trainers and HR professionals. A wonderful way to explain how change is met in the workplace and how to handle it more effectively. Charmaine Hammond Professional speaker and trainer Author On Toby's Terms

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