

Managing Transitions Making The Most Of Change

Turnover at the top can stimulate great changes throughout an organization. These changes can mean low morale, decreased productivity, rumors, and political infighting-or they can revitalize working relationships and opportunities to rethink outdated assumptions and forge new directions. In this book Thomas North Gilmore, a consultant to leaders in business and government, shows how executives in new positions-as well as those overseeing leadership changes-can capitalize on these opportunities and minimize the risks of making changes at the top.

Shows how leaders can access the deepest source of inspiration and vision • Includes dozens of tested exercises, practices, and real-world examples We live in a time of massive institutional failure, one that requires a new consciousness and a new collective leadership capacity. In this groundbreaking book, Otto Scharmer invites us to see the world in new ways and in so doing discover a revolutionary approach to leadership. What we pay attention to and how we pay attention is key to what we create. What prevents us from attending to situations more effectively is that we aren't fully aware of and in touch with the inner place from which attention and intention originate. This is what Scharmer calls our blind spot. By moving through Scharmer's U process, we consciously access the blind spot and learn to connect to our authentic Self—the deepest source of knowledge and inspiration—in the realm of "presencing," a term coined by Scharmer that combines the concepts of presence and sensing. Based on ten years of research and action learning and interviews with over 150 practitioners and thought leaders, Theory U offers a rich diversity of compelling stories and examples and includes dozens of exercises and practices that allow leaders, and entire organizations, to shift awareness, connect with the best future possibility, and gain the ability to realize it.

Harvard Business Essentials are comprehensive, solution-oriented paperbacks for business readers of all levels of experience. Managing through change and crisis is difficult in any business environment, let alone one as turbulent as managers face today. This timely guide offers authoritative advice on how to recognize the need for organizational change, communicate the vision, prepare for structural change such as M&A, and address emotional responses to downsizing. With tools for managing stress levels and advice on gathering and sharing information during a transition, Managing Change and Transition is an indispensable guide for managers at any level of the organization.

BUSINESS & MANAGEMENT. The bestselling guide to managing organisational change, with over 650,000 copies sold, is now revised and updated for today's rapidly changing workplace where change is a constant. In a landscape of big mergers, global teams and evolving technology, it's more important than ever for employees and managers to be adaptable to change. When restructuring hits the workplace, the actual situational shifts are often not as hard to work through as the psychological components that accompany them. Successful organisational change takes place when employees have a clear purpose, a plan for, and a part to play in their changing surroundings. For 25 years, Managing Transitions has been the go-to resource for managers to navigate tumultuous times. Now, this essential book has been updated to address new trends and challenges in today's work cultures, including generational differences, inclusivity, cross-functional teams, remote and work-from-home colleagues, and more.

A Guide for Nonprofits

Leadership Transitions in Universities

Managing Transitions (25th anniversary edition)

Being the Boss

Transitions at the Top

The First 90 Days, Updated and Expanded

We commonly think of society as made of and by humans, but with the proliferation of machine learning and AI technologies, this is clearly no longer the case. Billions of automated systems tacitly contribute to the social construction of reality by drawing algorithmic distinctions between the visible and the invisible, the relevant and the irrelevant, the likely and the unlikely – on and beyond platforms. Drawing on the work of Pierre Bourdieu, this book develops an original sociology of algorithms as social agents, actively participating in social life. Through a wide range of examples, Massimo Airoidi shows how society shapes algorithmic code, and how this culture in the code guides the practical behaviour of the code in the culture, shaping society in turn. The 'machine habitus' is the generative mechanism at work throughout myriads of feedback loops linking humans with artificial social agents, in the context of digital infrastructures and pre-digital social structures. Machine Habitus will be of great interest to students and scholars in sociology, media and cultural studies, science and technology studies and information technology, and to anyone interested in the growing role of algorithms and AI in our social and cultural life.

"Many books have been written for new CEOs on what they need to do when they take charge at a new company, but few focus on what the rest of the organization has to do to set up the new leader--and the rest of the organization--for success. During any transition of C-suite leadership, the board of directors, the outgoing CEO (if there is one), the Chief Human Resources Officer, and other influential senior executives all play a crucial role in achieving a successful transition. What does it take to focus the organization, culture, systems, and processes so that the entire company lays a foundation for success?Transitions at the Top tells companies everything they need to know to successfully maintain continuity as one leader passes the mantle of responsibility to a successor, spanning the steps & events from the point that a candidate for a top position accepts the offer, all the way through to the point that a critical mass of followers accepts him/her as the established leader. The book includes advice for each role who will be managing the transition"--

Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

The business world is constantly transforming. When restructures, mergers, bankruptcies, and layoffs hit the workplace, employees and managers naturally find the resulting situational shifts to be challenging. But the psychological transitions that accompany them are even more stressful.

Organizational transitions affect people; it is always people, rather than a company, who have to embrace a new situation and carry out the corresponding change. As veteran business consultant William Bridges explains, transition is successful when employees have a purpose, a plan, and a part to play. This indispensable guide is now updated to reflect the challenges of today's ever-changing, always-on, and globally connected workplaces. Directed at managers on all rungs of the corporate ladder, this expanded edition of the classic bestseller provides practical, step-by-step strategies for minimizing disruptions and navigating uncertain times.

Confronting Our Possessions in Later Life

Making the Most of Life's Transitions

Our Common Agenda - Report of the Secretary-General

Leading Change

Making The Most Of Change, 2nd Edition

Your Role in Your Organization's Enduring Success

Managing Executive Transitions

Combining expert knowledge, experience and reflections from senior leaders to distil collective leadership experiences, this book explores the realities of leadership at universities rather than the imagined and often-unrealistic expectations and perceptions of how leaders should act.

This key text is an informed insider's guide to leadership transitions that will assist talented individuals in considering whether to apply for, how to prepare for and how to take on the task of leading a university. The collection of leadership experiences provided will help universities to be more successful, students to have great educational experiences and staff at all levels to have more-fulfilling working environments. It will also consider how to avoid the emotional pain and suffering that can arise when leaders find themselves poorly equipped, unprepared, unable or unwilling to provide the sound and competent leadership that universities deserve. Centred on the practice and experience of leadership, this book will be a must-read for all new and existing heads of universities. It will also provide useful insights to those actively involved in the recruitment and development of senior leaders, members of senior leadership teams and those who hold governance roles in universities. Further updates and details about the application of the ideas in the book in practice can be found at www.leadershiptransitionsatthetop.com/.

On the seventy-fifth anniversary of the United Nations, the world has faced its biggest shared test since the Second World War in the coronavirus disease (COVID-19) pandemic. Yet while our welfare, and indeed the permanence of human life, depend on us working together, international cooperation has never been harder to achieve. This report answers a call from UN Member States to provide recommendations to advance our common agenda and to respond to current and future challenges. Its proposals are grounded in a renewal of the social contract, adapted to the challenges of this century, taking into account younger and future generations, complemented by a new global deal to better protect the global commons and deliver global public goods. Through a deepening of solidarity—at the national level, between generations, and in the multilateral system—Our Common Agenda provides a path forward to a greener, safer and better future.

Celebrating 40 years of the best-selling guide for coping with life's changes, named one of the 50 all-time best books in self-help and personal development -- with a new Discussion Guide for readers, written by Susan Bridges and aimed at today's current people and organizations facing unprecedented change First published in 1980, Transitions was the first book to explore the underlying and universal pattern of transition. Named one of the fifty most important self-help books of all time, Transitions remains the essential guide for coping with the inevitable changes in life. Transitions takes readers step-by-step through the three perilous stages of any transition, explaining how each stage can be understood and embraced. The book offers an elegant, simple, yet profoundly insightful roadmap to navigate change and move into a hopeful future: -Endings. Every transition begins with one. Too often we misunderstand them, confuse them with finality -- that's it, all over, finished! Yet the way we think about endings is key to how we can begin anew.-The Neutral Zone. The second hurdle: a seemingly unproductive time-out when we feel disconnected from people and things in the past, and emotionally unconnected to the present. Actually, the neutral zone is a time of reorientation. How can we make the most of it' -The New Beginning. We come to beginnings only at the end, when we launch new activities. To make a successful new beginning requires more than simply persevering. It requires an understanding of the external signs and inner signals that point the way to the future.

Managing Transitions, 25th anniversary editionMaking the Most of ChangeDa Capo Lifelong Books

HBR's 10 Must Reads on Change

What Organizations Must Do to Make Sure New Leaders Succeed

Good to Great

The 3 Imperatives for Becoming a Great Leader

Managing Transitions

Making Sense Of Life's Changes

Theory U

Details a five-step process for learning how to communicate effectively in order to improve health, strengthen relationships, and reduce stress, while becoming comfortable with having honest exchanges.

You never dreamed being the boss would be so hard. You're caught in a web of conflicting expectations from subordinates, your supervisor, peers, and customers. You're not alone. As Linda Hill and Kent Lineback reveal in Being the Boss, becoming an effective manager is a painful, difficult journey. It's trial and error, endless effort, and slowly acquired personal insight. Many managers never complete the journey. At best, they just learn to get by. At worst, they become terrible bosses. This new book explains how to avoid that fate, by mastering three imperatives: · Manage yourself: Learn that management isn't about getting things done yourself. It's about accomplishing things through others. · Manage a network: Understand how power and influence work in your organization and build a network of mutually beneficial relationships to navigate your company's complex political environment. · Manage a team: Forge a high-performing "we" out of all the "I"s who report to you. Packed with compelling stories and practical guidance, Being the Boss is an indispensable guide for not only first-time managers but all managers seeking to master the most daunting challenges of leadership.

Managing Transitions examines the history and roles of China's minor parties and groups (MPG's) in the Chinese Communist Party's (CCP) united front between the 1930's and 1990's using Antonio Gramsci's principles for the winning and maintaining of hegemony. Gramsci advocated a "war of position," the building of political alliances to isolate existing state powers and win consent for revolutionary rule and transform society. Economic reform is now creating new socio-economic groups and the CCP is adjusting the united front and the MPGs to co-opt their representatives and deliberately forestall the evolution of an autonomous civil society and middle class which could challenge CCP rule. This has resulted in a new and expanding role for the united front, the MPGs and organisations representing the new interest groups.

Leadership and turnaround expert Jackie Jenkins-Scott shows you how to spot and take advantage of opportunities in any environment. Being a responsive leader means playing to win. Responsive leadership can thrive anywhere, unlike systematic leadership. The latter imposes methods and laws; principles govern action. In contrast, responsive leadership is a living, changing set of traits and skills that adapts to new people and environments. You may have an impressive grasp of how to influence, inspire, and build teams, but you must know how to adapt your abilities to each new organization, or to changes within the organization - new board members, new staff members, new shareholders. The 7 Secrets of Responsive Leadership spotlights how to build the skills to be a leader in any environment. Richly illustrated with stories from the author's decades of experience as a CEO, the book explores how to: Take advantage of opportunity Turn around an organization Compete well by leading with heart Keep your bags packed Echo one message at a time Look for opposition Value the interconnectedness of people Recover quickly At its core, this book is about the intimate relationship between leadership and opportunity. The author lived that relationship in transforming a major urban health care center and a college from struggling and failing organizations to thriving, international leaders in their field.

Transitions

Why Some Companies Make the Leap...And Others Don't

ADKAR

The Pathway to Sustainable Development

Making the Most of Change

Machine Habitus

Mastering Change at Any Age

In his first complete text on the ADKAR model, Jeff Hiatt explains the origin of the model and explores what drives each building block of ADKAR. Learn how to build awareness, create desire, develop knowledge, foster ability and reinforce changes in your organization. The ADKAR Model is changing how we think about managing the people side of change, and provides a powerful foundation to help you succeed at change.After more than 14 years of research with corporate change, the ADKAR model has emerged as a holistic approach that brings together the collection of change management work into a simple, results oriented model. This model ties together all aspects of change management including readiness assessments, sponsorship, communications, coaching, training and resistance management. All of these activities are placed into a framework that is oriented on the required phases for realizing change with individuals and the organization.The ADKAR perspective can help you develop a new lens through which to observe and influence change. You may be working for change in your public school system or in a small city council. You may be sponsoring change in your department at work. You may be observing large changes that are being attempted at the highest levels of government or you may be leading an enterprise-wide change initiative. The perspective enabled by the ADKAR model allows you to view change in a new way. You can begin to see the barrier points and understand the levers that can move your changes forward. ADKAR allows you to understand why some changes succeed while others fail. Most importantly, ADKAR can help your changes be a success. Based on research with more than 900 companies from 59 countries, ADKAR is a simple and holistic way to manage change.

The business world is a place of constant change, with stories of corporate mergers, layoffs, bankruptcy, and restructuring hitting the news every day. Yet as veteran consultant William Bridges maintains, the situational changes are not as difficult for companies to make as the psychological transitions. In the best-selling Managing Transitions, Bridges provides a clear understanding of what change does to employees and what employees in transition can do to an organization. Directed at managers and employees in today's corporations, Bridges shows how to minimize the distress and disruptions caused by change. Managing Transitions addresses the fact that it is people who have to carry out the change. When the book was originally published a decade ago, Bridges was the first to provide any real sense of the emotional impact of change and what can be done to keep it from disrupting the entire organization. With new information and commentary on layoffs, corporate suspicion, and the increasing tumult in the business world, Managing Transitions remains the definitive guide to dealing with change.

Inclusive Green Growth: The Pathway to Sustainable Development makes the case that greening growth is necessary, efficient, and affordable. Yet spurring growth without ensuring equity will thwart efforts to reduce poverty and improve access to health, education, and infrastructure services.

Business.

Lessons from Frontrunner Companies

Changing Individuals Changes Organizations

The 7 Secrets of Responsive Leadership

Learning from the Future as It Emerges

The Promise of Adolescence

Drive Change, Manage Transitions, and Help Any Organization Turn Around

Managing the Transition to a Sustainable Enterprise

Like many ideas that inform policy, practice and research, 'transition' has many meanings. Children make a transition to adulthood, pupils move from primary to secondary school, and there is then a movement from school to work, training or further education. Transitions can lead to profound and positive change and be an impetus for new learning for some individuals and be unsettling, difficult and unproductive for others. Transitions have become a key concern for policy makers and the subject of numerous policy changes over the past ten years. They are also of interest to researchers and professionals working with different groups. Transitions and Learning Through the Lifecourse examines transitions across a range of education, life and work settings. It explores the claim that successful transitions are essential for educational inclusion, social achievement, and economic prosperity and that individuals and institutions need to manage them more effectively. Aimed primarily at academic researchers and students at all levels of study across a range of disciplines, including education, careers studies, sociology, feminist and cultural studies, this book is the first systematic attempt to bring together and evaluate insights about educational, life and work transitions from a range of different fields of research. Contributions include: The transition between home and school The effects of gender, class and age Transitions to further and higher education Transitions for students with disabilities Transitions into the workplace Learning within the workplace Approaches to managing transitions In combining practice and theory, this textbook provides a management perspective on the 'business case' for sustainability. Drawing on examples from 20 frontrunner companies located in the Netherlands, it builds upon a unique research project in which CEOs and middle-managers gave access not only to their decision-making process, but also revealed how their perceptions shaped the transition process.

This book identifies four different archetypes of business cases and related business models that business students and managers can use to identify phases and related attitudes towards sustainability.

The book provides in-depth analysis and insight into: • theoretical concepts and an overview of the relevant literature • the different business cases for sustainability • behavioural characteristics of each phase and the typical barriers between them • more than 70 tipping points • approaches to shaping stakeholder dialogue • effective engagement of stakeholders in each phase of transition • how companies move through the phases towards higher levels of sustainability • insights of employees of the 20 companies whether the business case was really achieved • summary of the interventions which have proved successful in these companies. This book offers students as well as managers of vocational and academic institutions at undergraduate and postgraduate level insight into real-life transition processes towards sustainability.

The Essential Guide for Managing Leadership Turnovers A leadership transition can be a time of high vulnerability for a nonprofit organization. On the other hand, an executive turnover offers unique opportunities for renewal and fresh thinking. Managing Executive Transitions shows how this state of transition can give board and staff members a chance to put things back together in new and creative ways--to discard some old pieces and to bring in fresh elements. Nonprofit boards and executive directors will find practical advice on how to manage leadership turnovers in ways that can heighten mission impact while avoiding potential downsides. Author Tim Wolfred recommends a transformational process of three phases: Prepare, Pivot, and Thrive. In the Prepare phase board members, staff, volunteers, and funders engage in an efficient process for updating the agency's strategic directions and crafting a profile of the skills needed in the next executive. In the Pivot phase a search ensues, conducted by a board reinvigorated and excited about the agency's future impact. In the Thrive phase the board engages the newly hired executive as a leadership partner and gives him or her clear performance priorities derived from the strategic directions. Engaging case studies and hands-on tools such as planning agendas, timelines, sample letters, and communication tips will smooth the transition to new executive leadership.

Change management is an approach to transitioning individuals, teams, and organizations to a desired future state. In a project management context, change management may refer to a project management process wherein changes to the scope of a project are formally introduced and approved. or the definition of change management defined on this page Theories about how organizations change draw on many disciplines, from psychology and behavioral science, through to engineering and systems thinking. The underlying principle is that change does not happen in isolation - it impacts the whole organization (system) around it, and all the people touched by it. In order to manage change successfully, it is therefore necessary to attend to the wider impacts of the changes. As well as considering the tangible impacts of change, it's important to consider the personal impact on those affected, and their journey towards working and behaving in new ways to support the change. Contents: List of Figures 6 1 Change

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Five Steps to Honest Conversations That Create Connection, Health, and Happiness

Transitions and Learning through the Lifecourse

How Dual-Career Couples Can Thrive in Love and Work

Managing Transitions: Making the Most of Change

Life Is in the Transitions

The Progress Principle

Hinge Moments

Celebrating 40 years of the best-selling guide for coping with life's changes, named one of the 50 all-time best books in self-help and personal development -- with a new Discussion Guide for readers, written by Susan Bridges and aimed at people and organizations facing unprecedented change First published in 1980, Transitions was the first book to explore the underlying and universal pattern of transition. Named one of the fifty most important self-help books of all time, the essential guide for coping with the inevitable changes in life. Transitions takes readers step-by-step through the three perilous stages of any transition, explaining how each stage can be understood and embraced. The book offers an e profoundly insightful roadmap to navigate change and move into a hopeful future: Endings. Every transition begins with one. Too often we misunderstand them, confuse them with finality -- that's it, all over, finished! Yet the way we think to how we can begin anew. The Neutral Zone. The second hurdle: a seemingly unproductive time-out when we feel disconnected from people and things in the past, and emotionally unconnected to the present. Actually, the neutral zone is reorientation. How can we make the most of it? The New Beginning. We come to beginnings only at the end, when we launch new activities. To make a successful new beginning requires more than simply persevering. It requires an unders external signs and inner signals that point the way to the future.

Finding fulfillment in both love and work isn't easy--but it's possible. The majority of couples today are dual-career couples. As anyone who's part of such a relationship knows, this presents big challenges: trying to raise kids and achieve ca caring for and supporting your partner can seem impossible. Yet most advice for dual-career couples fails, framing the challenges as a zero-sum game in which one partner's gain is the other's loss and solutions feel like sacrifices or unsati This book is different. In Couples That Work, INSEAD professor Jennifer Petriglieri rejects conventional, one-size-fits-all solutions and instead focuses on how dual-career couples can tackle and resolve the challenges they face throughout t lives--together. She identifies three key phases of exploration and personal growth in every couple's work-life journey, showing how partners must navigate these together to strengthen their bond. Each phase is crystallized with a questi this work? The first phase focuses on the logistics of combining two busy lives and often involves the demands of young children. What do we really want? In the second phase, couples learn to navigate their midlife crises in ways that all continue to feel happy and fulfilled. Who are we now? With careers winding down and kids grown up, this last phase offers new freedoms--and uncertainties. Based on a five-year research project, the book includes interviews with couples countries--from executives to entrepreneurs and from twentysomething newlyweds to dual-career grandparents. Filled with vivid real-life stories, keen insights, and engaging exercises, Couples That Work will help couples develop their own to that most pressing question: How can we successfully combine love and work?

What really sets the best managers above the rest? It's their power to build a cadre of employees who have great inner work lives—consistently positive emotions; strong motivation; and favorable perceptions of the organization, their wo colleagues. The worst managers undermine inner work life, often unwittingly. As Teresa Amabile and Steven Kramer explain in The Progress Principle, seemingly mundane workday events can make or break employees' inner work lives. But it momentum in meaningful work—progress—that creates the best inner work lives. Through rigorous analysis of nearly 12,000 diary entries provided by 238 employees in 7 companies, the authors explain how managers can foster progress work life every day. The book shows how to remove obstacles to progress, including meaningless tasks and toxic relationships. It also explains how to activate two forces that enable progress: (1) catalysts—events that directly facilitate clear goals and autonomy—and (2) nourishers—interpersonal events that uplift workers, including encouragement and demonstrations of respect and collegiality. Brimming with honest examples from the companies studied, The Progress P aspiring and seasoned leaders alike with the insights they need to maximize their people's performance.

Today, virtually every organization faces massive change. Unfortunately, change is extraordinarily difficult, and most attempts to initiate and sustain it fail. In It Starts with One, J. Stewart Black and Hal B Gregersen identify the core proble individuals and the “mental maps” inside their heads must happen before you can change the organization. Just as actual maps guide people's footsteps, mental maps guide daily behavior. Successful strategic change for the organization is changing individual mental maps and behaviors first, because they are the organization. To change organizations, you must break through your own brain barrier—and help those around you do the same. One step at a time, It Starts with O do that: how to create new destinations, and new, more inspiring effective paths to sustainable change. Black and Gregersen systematically identify the brain barriers that stand in your way: failure to see, failure to move, and failure to C extensive experience consulting with world-class organizations, they offer integrated tools, strategies, and solutions for overcoming each of these obstacles. This edition offers even more effective tools, more guidance on leading change in environments, and more insight into changing your own mental maps...liberating yourself to transform your entire organization. Overcoming the failure to see Why organizations miss obvious market transformations—and what to do about the failure to move Why people fail to change even when they see the need—and how to break through this barrier Conquering the failure to finish Why change “stalls out” and how to maintain the momentum Anticipating change Why too need to change become a crisis before acting—to build to a crisis before acting—and how to create the capability to anticipate change, move when needed, and finish in the future without “being told” To Change the Organization, First Ch To Change the Individual, Read This Book! Seventy percent of organizations that seek strategic change fail. Organizations can't change because individuals don't change. Individuals don't change because powerful mental maps stand in their book offers a powerful, start-to-finish strategy for helping people redraw their mental maps—and unleash their power to deliver superior, sustained strategic change. Thoroughly updated with new techniques, case studies, and examples, t more valuable insights for today's leaders and managers. Among the highlights: a detailed new discussion of how you must change in order to lead change...new guidance on leading change in global environments...and more integrated tool you can start using today!

Realizing Opportunity for All Youth

Proven Strategies for Getting Up to Speed Faster and Smarter

Leadership Transitions: The Watkins Collection (4 Items)

Downsizing

Managing Transitions, 25th anniversary edition

World Social Report 2020

Using Small Wins to Ignite Joy, Engagement, and Creativity at Work

William Bridges' lifelong work has been devoted to a deep understanding of transitions and to helping others through them. When his own wife of thirty-five years died of cancer, however, he was thrown head-first into the kind of painful and confusing abyss he had known before only in theory. An honest account of being in transition, this uncommonly wise and moving book is a richly textured map of the personal, professional, and emotional transformations that grow out of tragedy and crisis. Demonstrating how disillusionment, sorrow, or confusion can blossom into a time of incredible creativity and contentment, Bridges highlights the profound significance and value of endings in our lives.

The world's most trusted guide for leaders in transition Transitions are a critical time for leaders. In fact, most agree that moving into a new role is the biggest challenge a manager will face. While transitions offer a chance to start fresh and make needed changes in an organization, they also place leaders in a position of acute vulnerability. Missteps made during the crucial first three months in a new role can jeopardize or even derail your success. In this updated and expanded version of the international bestseller The First 90 Days, Michael D. Watkins offers proven strategies for conquering the challenges of transitions—no matter where you are in your career. Watkins, a noted expert on leadership transitions and adviser to senior leaders in all types of organizations, also addresses today's increasingly demanding professional landscape, where managers face not only more frequent transitions but also steeper expectations once they step into their new jobs. By walking you through every aspect of the transition scenario, Watkins identifies the most common pitfalls new leaders encounter and provides the tools and strategies you need to avoid them. You'll learn how to secure critical early wins, an important first step in establishing yourself in your new role. Each chapter also includes checklists, practical tools, and self-assessments to help you assimilate key lessons and apply them to your own situation. Whether you're starting a new job, being promoted from within, embarking on an overseas assignment, or being tapped as CEO, how you manage your transition will determine whether you succeed or fail. Use this book as your trusted guide.

Adolescence“beginning with the onset of puberty and ending in the mid-20s”is a critical period of development during which key areas of the brain mature and develop. These changes in brain structure, function, and connectivity mark adolescence as a period of opportunity to discover new vistas, to form relationships with peers and adults, and to explore one's developing identity. It is also a period of resilience that can ameliorate childhood setbacks and set the stage for a thriving trajectory over the life course. Because adolescents comprise nearly one-fourth of the entire U.S. population, the nation needs policies and practices that will better leverage these developmental opportunities to harness the promise of adolescence“rather than focusing myopically on containing its risks. This report examines the neurobiological and socio-behavioral science of adolescent development and outlines how this knowledge can be applied, both to promote adolescent well-being, resilience, and development, and to rectify structural barriers and inequalities in opportunity, enabling all adolescents to flourish.

The Challenge Built to Last, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the verybeginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. “Some of the key concepts discerned in the study,” comments Jim Collins, “fly in the face of our modern business culture and will, quite frankly, upset some people.” Perhaps, but who can afford to ignore these findings?

A Model for Change in Business, Government, and Our Community

Arriving, Surviving and Thriving at the Top

Toward a Sociology of Algorithms

Starts with One, It

Couples That Work

Making a Leadership Change

Making Sense of Life's Changes

This Harvard Business Review collection features the best in leadership transitions from celebrated author and advisor Michael D. Watkins. Watkins, who has worked for decades guiding senior leaders into new roles to help them and their organizations succeed, is the author of the international bestseller The First 90 Days. With more than 400,000 copies sold worldwide and published in more than 25 languages, the book has become the standard reference for leaders in transition. In addition to the full digital edition (ebook) of The First 90 Days, this collection includes digital editions of Watkins' other popular works: Your Next Move, which guides professionals through the most common career transitions; Shaping the Game, on how to lead effective negotiations; and his 2012 Harvard Business Review article, “How Managers Become Leaders.” Watkins, whose ideas have guided some of the world's best leaders through successful transitions, is the chairman of leadership development consultancy Genesis Advisers. Drawing on the perfect combination of research and hands-on experience, he has spent the last two decades working with leaders—both corporate and public—as they transition to new roles, negotiate the future of their organizations, and craft their legacy as leaders. He was previously a professor at the Kennedy School of Government at Harvard, Harvard Business School, INSEAD in France, and IMD in Switzerland.

In life we get opportunities to make decisions that will either change our lives for the better or pose problems for years to come. Exploring these “hinge moments,” Gordon College president Michael Lindsay shares faith-based stories of success and failure from his ten-year study of other leaders, providing both practical and spiritual insights for making the most of each stage of life.

From the most trusted voice on transition, this is a thoroughly updated and expanded edition of the classic guide to dealing with the human side of organizational change. Directed at managers and employees alike in today's business world where constant change is the norm and mergers, redundancy, bankruptcy and restructuring have become common phenomena, this work addresses the fact that it is people that have to embrace a new situation and carry out the corresponding changes. This is an expanded and revised third edition with new introduction and afterword.

As life unfolds, things tend to accumulate. When older adults undergo health, residential, and marital changes, they will face a reckoning with their lifelong store of possessions—special, ordinary, and forgotten. Such a predicament now confronts tens of millions of Americans as the Baby Boom cohort passes into retirement and beyond. Despite what a thriving industry of clutter manuals tells us, for most older adults, downsizing is no simple task. Drawing on in-depth interviews with recent movers in over a hundred diverse U.S. households, David Ekerdt analyzes the downsizing process and what it says about the meaning and management of possessions. He details how households approach and accomplish downsizing, exploring the decision-making process and the effectiveness of different strategies. From an expert gerontological perspective, he considers the cognitive, physical, emotional, and social tasks that the process entails and the role of factors such as gender and class on the divestment of things. Ekerdt finds that despite the fatigue and emotional challenges people encounter, afterward they report satisfaction in having completed a downsizing and feel empowerment on the other side of the task. Offering an empathetic and practical look at one of life's major transitions, Downsizing brings forward the voices of elders so that older adults, their families and friends, and practitioners working with older clients can understand and benefit from their experience.

Embracing Life's Most Difficult Moments

Inequality in a Rapidly Changing World

Managing Change and Transition

Inclusive Green Growth

The Chinese Communist Party, United Front Work, Corporatism and Hegemony

The Way Of Transition

Becoming a Strategic Leader

The best-selling guide for coping with changes in life and work, named one of the 50 all-time best books in self-help and personal development Whether you choose it or it is thrust upon you, change brings both opportunities and turmoil.

Since Transitions was first published, this supportive guide has helped hundreds of thousands of readers cope with these issues by providing an elegantly simple yet profoundly insightful roadmap of the transition process. With the understanding born of both personal and professional experience, William Bridges takes readers step by step through the three stages of any transition: The Ending, The Neutral Zone, and, eventually, The New Beginning. Bridges explains how each stage can be understood and embraced, leading to meaningful and productive movement into a hopeful future. With a new introduction highlighting how the advice in the book continues to apply and is perhaps even more relevant today, and a new chapter devoted to change in the workplace, Transitions will remain the essential guide for coping with the one constant in life: change.

This report examines the links between inequality and other major global trends (or megatrends), with a focus on technological change, climate change, urbanization and international migration. The analysis pays particular attention to poverty and labour market trends, as they mediate the distributional impacts of the major trends selected. It also provides policy recommendations to manage these megatrends in an equitable manner and considers the policy implications, so as to reduce inequalities and support their implementation.

A New York Times bestseller! A pioneering and timely study of how to navigate life's biggest transitions with meaning, purpose, and skill Bruce Feiler, author of the New York Times bestsellers The Secrets of Happy Families and Council of Dads, has long explored the stories that give our lives meaning. Galvanized by a personal crisis, he spent the last few years crisscrossing the country, collecting hundreds of life stories in all fifty states from Americans who'd been through major life changes—from losing jobs to losing loved ones; from changing careers to changing relationships; from getting sober to getting healthy to simply looking for a fresh start. He then spent a year coding these stories, identifying patterns and takeaways that can help all of us survive and thrive in times of change. What Feiler discovered was a world in which transitions are becoming more plentiful and mastering the skills to manage them is more urgent for all of us. The idea that we'll have one job, one relationship, one source of happiness is hopelessly outdated. We all feel unnerved by this upheaval. We're concerned that our lives are not what we expected, that we've veered off course, living life out of order. But we're not alone. Life Is in the Transitions introduces the fresh, illuminating vision of the nonlinear life, in which each of us faces dozens of disruptors. One in ten of those becomes what Feiler calls a lifequake, a massive change that leads to a life transition. The average length of these transitions is five years. The upshot: We all spend half our lives in this unsettled state. You or someone you know is going through one now. The most exciting thing Feiler identified is a powerful new tool kit for navigating these pivotal times. Drawing on his extraordinary trove of insights, he lays out specific strategies each of us can use to reimagine and rebuild our lives, often stronger than before. From a master storyteller with an essential message, Life Is in the Transitions can move readers of any age to think deeply about times of change and how to transform them into periods of creativity and growth.

Talk Rx