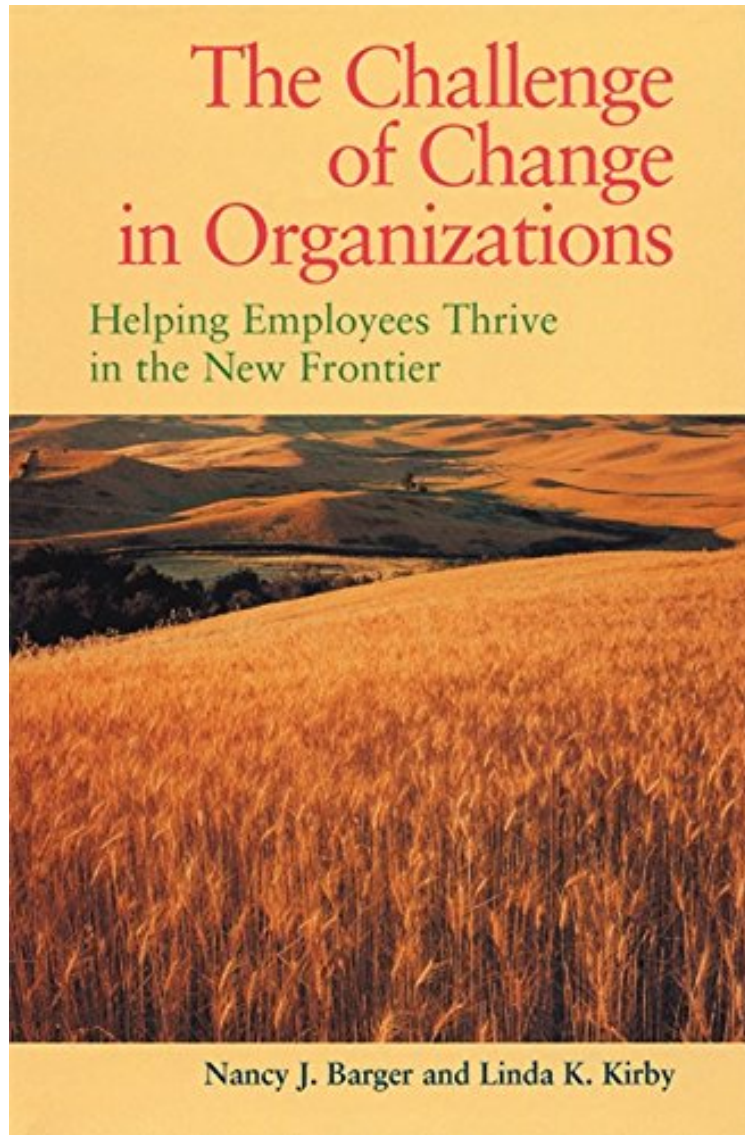


(Read now) The Challenge of Change in Organizations: Helping Employees Thrive in the New Frontier

The Challenge of Change in Organizations: Helping Employees Thrive in the New Frontier

Nancy Barger, Linda Kirby
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Nancy Barger, Linda Kirby : The Challenge of Change in Organizations: Helping Employees Thrive in the New Frontier before purchasing it in order to gage whether or not it would be worth my time, and all praised The Challenge of Change in Organizations: Helping Employees Thrive in the New Frontier:

0 of 0 people found the following review helpful. Innovative use of MBTI information but what's the so what?By A

CustomerThis book has a really neat idea - use the wagon trail west as a metaphor for the challenges people face in changing organizations. It then discusses how people with different Myers Briggs Types respond in these situations, and how when managing change you should take account of these different preferences. Trouble is that there are no clear implications from the book - I'm not sure what change managers should do differently as a result of the information provided by the authors. Where there are recommendations they are so bland that you could have got there without MBTI. Maybe, this is an example of stretching psychological type beyond where it is useful. 1 of 3 people found the following review helpful. Best book on change that I have readBy A CustomerThis book is so wonderful that I have ordered copies for my clients. It is probably most useful to people with some background in Myers Briggs, but even without that information, it is a solidly written, insightful book. I highlighted so much that I had to have a triage approach -- highlighter, blue stars, and dog-earring!

Explores the psychological impact of change for employees. Provides managers with strategies necessary for successful transitions.

Building on the metaphor of the frontier experience to understand organizational change, *The Challenge of Change* shows how change creates a wide range of responses in people, from excitement and enthusiasms to panic, fear, and depression. It gives practical tips to help employees move forward and overcome feelings of loss and confusion, offering productive new behaviors in individuals and institutions which can adapt in response to the demands for change. *The Challenge of Change* furnishes models for communicating about change based on the personalities of the people and the type of organization and provides specific steps, strategies, and management styles for mobilizing different groups of employees. Humane, down-to-earth, and practical, *The Challenge of Change* provides specific help to people who want to turn the traumas of transition into a success story. -- Midwest Book About the AuthorAuthors Berger and Kirby suggest a model for change based on the unique needs of people in the workplace, as well as the type of organization. "*The Challenge of Change in Organizations*" explains how executives, managers, business owners, consultants, and employees respond and contribute to change in the workplace and identifies what each individual needs in order to react positively.