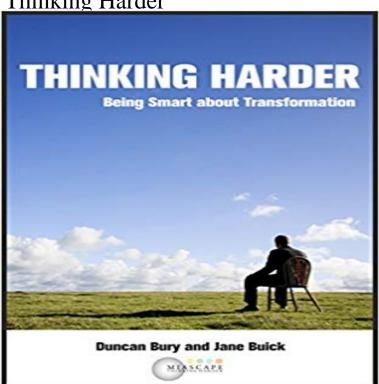
Thinking Harder



Traditional theoretical approaches change management no longer work in the fluid and rapidly evolving business environment of the 2010s. As the authors of this important new book demonstrate, a new approach is required. The key to managing organisational transformation is to understand the psychology, the way that people think and work in a changing business and to think harder about what is their context, what motivates them and how to channel their energies to ensure a happy and successful outcome for all. The authors identify four critical phases in the transformation process: reaction first, followed by a reframing of objectives, expectations and strategies, followed by of alignment the new perceptions throughout the organisation, followed finally by the embedding of the new thinking in the business culture as it goes forward. Thinking Harder explains the process and shows readers how they can apply the new methodology to accomplish far-reaching and successful transformation with the minimum of upheaval. The lessons learned can also be applied in the context of personal transformation in any situation. This book will change the way you think about change; it will help you to break down limiting mental models (both your own and those of colleagues and staff); and it will empower you to grasp the future positively...

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