



Enterprise Change Management: How to Prepare Your Organization for Continuous Change

David Miller, Audra Proctor

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One of the challenges facing organizations is having the ability to bring about the change needed for sustainable competitive advantage in evolving economic and market environments. However, the gap between what organizations would like to deliver and their capabilities to do so, keeps widening.

Enterprise Change Management attempts to bridge this gap; chapters cover adaptive leadership, how to execute single changes effectively, how to manage the demand for change, how to hire resilient people, and create the context for successful change. The book introduces five core capabilities: adaptive leadership, executing single changes effectively, managing the demand for change, developing resilient people, and creating the context for successful change.

Based on research from over 300 organizations and 400,000 data points over a twenty-one year period by the authors' company, Changefirst, this book helps senior HR, OD, and change professionals diagnose the root causes of the organizational change gap, utilize a framework for enhancing change capability, and raise employee engagement in change.

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