

NEW TOOLS FOR VISIONING, MANAGEMENT, & ORGANIZATION CHANGE

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Visual Leaders Visioning Management Organization

David Sibbet

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working and behaving in new ways to support the change Contents List of Figures 6 1 Change Management 7 1 1 Introduction 7 1 2 Reasons for Change 7 1 2 Origins of Change Management 9 2 Concepts of Change Management 13 2 1 Lewin's Change Theory 13 2 2 Chin Benne's Effecting Changes in Human System 13 2 3 Bullock and Batten's Phases of Planned Change 14 2 4 Beckhard and Harris change formula 16 2 5 7 S Model 16 The Change Process 18 3 1 Initiating a Top Down Change 18 3 2 Initiating a Bottom Up Change 20 4 Change Management Projects 31 4 1 External and internal influences 31 4 2 Change strategies and approaches 34 4 3 Examples of failed change management projects 37 4 4 Pitfalls in a change management project 39 4 4 Bringing Change to Success 45 5 Conclusion The 4C Toolbox of Change Management Visual Leaders David Sibbet, 2012-12-26 What Visual Meetings did for meetings and Visual Teams did for teams this book does for leaders Visual Leaders explores how leaders can support visioning and strategy formation planning and management and organization change through the application of visual meeting and visual team methodologies organization wide literally trans forming communications and people s sense of what is possible It describes seven essential tools for visual leaders mental models visual meetings graphic templates decision theaters roadmaps Storymaps and virtual visuals and examples of methods for implementation throughout an organization Written for all levels of leadership in organizations from department heads through directors heads of strategic business units and C level executives Explores how communications has become interactive and graphic and how these tools can be used to shape direction and align people for implementation Brings tools methods and frameworks to life with stories of real organizations modeling these practices Visual Leaders answers the question of how design thinking and visual literacy can help to orient leaders to the complexity of contemporary organizations in the private non profit and public sectors Visual Consulting David Sibbet, Gisela Wendling, 2018-09-17 Visualization in your own imagination on the wall and with media supports any consultant who is learning to design and facilitate transformational change leadership development stakeholder involvement processes and making sense of complex challenges This book from leaders in the field shows you how Building on Peter Block s Flawless Consulting it explains how to visually contract and scope work gather data provide feedback plan interventions implement and support on going sustainability in organizational and community settings Unlike Block s work Visual Consulting addresses the challenging problems of guiding organizational and social change processes that involve multiple levels and types of stakeholders with interests in both local and global environments It demonstrates how visualization and design thinking can be used to get more creative and productive results that are owned by everyone The practices described apply to organizational as well as diverse cross boundary consulting projects In this book you will Learn powerful visual tools for all key stages of the consulting process including marketing your services Understand the predictable challenges of change and how to successfully guide organizations and communities through them Learn how to collaborate with clients to get sustainable results Find tools for using visualization comprehensively for both inner and outer work Successfully guide

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