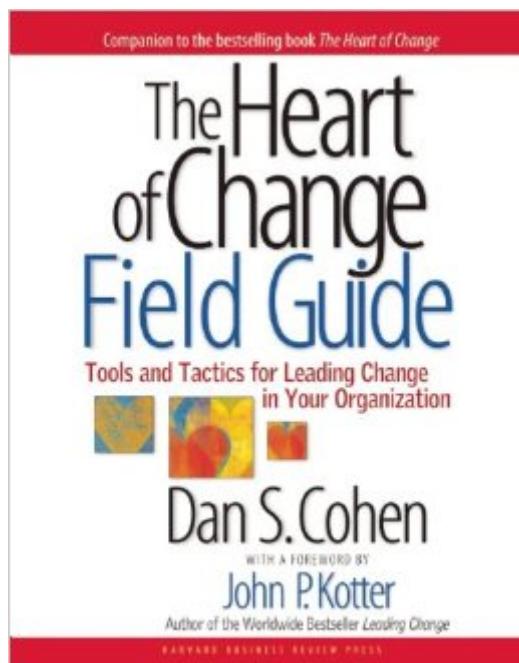


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# The Heart Of Change Field Guide: Tools And Tactics For Leading Change In Your Organization



## Synopsis

In 1996, John P. Kotter's *Leading Change* became a runaway best seller, outlining an eight-step program for organizational change that was embraced by executives around the world. Then, Kotter and co-author Dan Cohen's *The Heart of Change* introduced the revolutionary "see-feel-change" approach, which helped executives understand the crucial role of emotion in successful change efforts. Now, *The Heart of Change Field Guide* provides leaders and managers tools, frameworks, and advice for bringing these breakthrough change methods to life within their own organizations. Written by Dan Cohen and with a foreword by John P. Kotter, the guide provides a practical framework for implementing each step in the change process, as well as a new three-phase approach to execution: creating a climate for change, engaging and enabling the whole organization, and implementing and sustaining change. Hands-on diagnostics—including a crucial "change readiness module"—reveal the dynamics that will help or hinder success at each phase of the change process. Both flexible and scaleable, the frameworks presented in this guide can be tailored for any size or type of change initiative. Filled with practical tools, checklists, and expert commentary, this must-have guide translates the most powerful approaches available for creating successful change into concrete, actionable steps for you and your organization. Dan Cohen is the co-author, with John P. Kotter, of *The Heart of Change*, and a principal with Deloitte Consulting, LLC.

## Book Information

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## Customer Reviews

I was initially skeptical when this book was recommended by a coworker. But wow! The two most outstanding points are: 1. The change management insights to be gained from the real-life case studies. It's reassuring to know you're not alone in facing these challenges. 2. The diagnostic tools are very helpful in identifying similar issues to be resolved in my company. Great not to be "insulted" by cookie-cutter solutions. This is information and guidance that I can put to work immediately. Would recommend to any executive currently facing change management issues.

The Heart of Change (2002), co-authored by Kotter and Cohen, hit a chord in the marketplace because it told stories that leaders could relate to (based on the eight steps of change) about project successes and failures. Cohen's Field Guide (2005) takes those winning principles and translates them into practical tools to help monitor and measure success along each step. As a consultant, I use these principles and tools on a regular basis to help my clients achieve lasting change. The diagnostic tools for each step are a great way to identify barriers and risks so you can bust through those barriers and mitigate risks. If your organization is undergoing significant change, this is a book that you MUST have not only in your library but on your desk for regular use.

Dan S. Cohen's "The Heart of Change Field Guide" is a must-read call-to-action for managers, project managers, and anyone who wants to implement permanent, beneficial change in their lives and within their organizations or families. While the first book, "The Heart of Change," provides a framework and many success stories to get you motivated, the "Field Guide" gives you the tools and coaching to implement what was taught. The Field Guide contains many workbook sheets that are very useful. While the book is copyrighted, there is an e-mail address listed on the copyright page to ask for permission to duplicate the worksheets.

This book was recommended to me, so I ordered it online immediately without reading reviews...oops. In my opinion, this is a book that should be read in paper form. It is terrible on the Kindle. Font not readable, too light, bullet points all screwed up, surveys not readable, and certainly not reproducible. It would be nice to have a hard copy of this book, and have the author reimburse for the Kindle version. (I waited longer than 7 days, or I would have returned it and gotten the hard copy.) Anyway, truly, it is hard to talk about the content of the book due to its lack of readability on the Kindle. Sorry that I can not give more information about the book itself. I do not know a better way to get the point across other than give it a 1-Star, and hope someone cares. Anyway - buy the hard copy, because it seems to me that those that did have really liked it.

The book is good however Kindle version of it (at least on PC and Android) is just awful. I'm quite sure that it has been automatically converted for Kindle and nobody bothered to check how readable it is. Conversion process killed all of bullet points, forms, tables etc in the book and made it barely useful. I wish I checked preview of the book before buying it.

Dan S. Cohen's *The Heart Of Change Field Guide: Tools And Tactics For Leading Change In Your Organization* is a follow-up to the 1996 John Kotter best-sellers *Leading Change*, which outlined an eight-step program for organizational change which was applauded and followed by businesses around the world. Here leaders and managers receive tools and frameworks for bringing these changes to life within their own companies, teaching how to implement each step in the process and packing in checklists, commentary, tips, and practical application methods throughout. From communicating for buy-in to creating, shaping and imparting a vision for change, *The Heart Of Change Field Guide* takes idea and applies it to real-life situations.

Survival in today's fast paced organizations relies heavily on the ability to respond quickly. *The Heart of Change* contains practical advice on helping organizations change quickly: getting the entire organization moving along at the same rapid, flexible pace. Great advice, excellent examples, and the Field Guide is just what I need to to get my team on board. This is a must have for any organization to remain dynamic in the change process. This book promotes creation of a culture that supports continuous and successful change. Great leader's guide: thought provoking and challenging!

I didn't know what to expect when reading this book. It turned out to be very clear and easy to read. If change isn't your ideal state, this book is still a good read. It's a good comparative model for changes you will undergo or have been through.

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