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A summary of the article: "Leading Change: Why Transformation Efforts Fail" by John Kotter. Harvard Business Review, March-April 1995. Despite all the rhetoric, books, effort, and money thrown into change efforts in organizations today, most fail. Mega-consulting firms Arthur D. Little and McKinsey & Co. have studied hundreds of companies that entered Total Quality Management programs, but about two-thirds "grind to a halt because of their failure to produce the hoped-for results".

LEADING CHANGE: WHY TRANSFORMATION EFFORTS FAIL

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Most successful change efforts begin when some individuals or some groups start to look hard at a company's competitive situation, market position, technological trends, and financial performance. They focus on the po-

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Professor John Kotter (1995) claimed in Leading change: Why transformation efforts fail to have identified eight leadership errors which resulted in transformation failures. He followed this up in 1996 with his best-selling book Leading Change, prescribing an eight-step model for leading transformations encouraging change leaders to create a sense of urgency, build powerful guiding coalitions and develop visions.

Leading changes: Why transformation explanations fail ...

Abstract. Professor John Kotter (1995) claimed in Leading change: Why transformation efforts fail to have identified eight leadership errors which resulted in transformation failures. He followed this up in 1996 with his best-selling book Leading Change, prescribing an eight-step model for leading transformations encouraging change leaders to create a sense of urgency, build powerful guiding coalitions and develop visions.

Leading changes: Why transformation explanations fail ...

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Leading Change: Why Transformational Efforts Fail by John P Kotter 4 Kotter acknowledges the difficulty of predicting where the organisations of the future are headed. He, however, does affirm that they must possess certain fundamental characteristics if they intend to survive in the future.

the voice of the NHS organisations in Wales Review

9/17/13 Leading Change: Why Transformation Efforts Fail - Harvard Business Review
hbr.org/2007/01/leading-change-why-transformation-efforts-fail/ar/pr 3/7.
Transformations often begin, and begin well, when an organization has a new head who is a good leader and who sees the need for a major change. If the renewal target is the entire company, the CEO is key.

Leading Change: Why Transformation Efforts Fail

LEADING CHANGE: WHY TRANSFORMATION EFFORTS FAIL A summary of the article: "Leading

Change: Why Transformation Efforts Fail" by John Kotter. The key challenges companies face are due to the advancements in technology, the social environment caused by globalization, the pace of competition, and the demands regarding customer expectations.

leading change: why transformation efforts fail summary

Most successful change efforts begin when some individuals or some groups start to look hard at a company's competitive situation, market position, technological trends, and financial performance.

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