

10 Must-Read HBR Articles on Change Management, Including "Leading Change"



HBR's 10 Must Reads on Change Management (including featured article "Leading Change," by John P. Kotter) by John P. Kotter

★★★★☆ 4.6 out of 5

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Screen Reader	: Supported
Enhanced typesetting	: Enabled
X-Ray	: Enabled
Word Wise	: Enabled
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Change is a constant in today's business environment. To stay ahead of the competition, organizations need to be able to adapt quickly and effectively to changes in the market, technology, and customer demands. Change management is the process of helping organizations and individuals navigate change successfully.

There are many different theories and models of change management, but some of the most popular and well-respected include:

- John Kotter's 8-Step Process for Leading Change
- Kurt Lewin's Three-Stage Model of Change
- William Bridges' Transition Model

- Prosci's ADKAR Model

These models provide a framework for understanding the change process and for developing strategies to help organizations and individuals through it. In this article, we will provide an overview of 10 must-read HBR articles on change management, including the featured article 'Leading Change' by John Kotter.

These articles offer practical advice and insights from leading experts in the field of change management. They will help you to understand the change process, develop strategies for leading change, and create a culture of change in your organization.

1. Leading Change by John Kotter



This is a classic article on change management that has been cited over 100,000 times. In this article, Kotter presents his 8-step process for leading change. This process includes:

1. Establishing a sense of urgency
2. Creating a guiding coalition
3. Developing a vision and strategy
4. Communicating the change vision
5. Empowering broad-based action
6. Generating short-term wins
7. Consolidating gains and producing more change
8. Anchoring new approaches in the culture

Kotter's 8-step process is a valuable framework for leading change. It provides a step-by-step guide to help you plan, implement, and sustain change in your organization.

2. The Heart of Change by John Kotter

In this article, Kotter builds on his 8-step process by discussing the emotional side of change. He argues that change is not just a matter of following a process, but also of understanding and addressing the human emotions that are involved. Kotter identifies six emotional "traps" that can derail change initiatives, and he offers advice on how to avoid these traps.

3. The Three-Stage Model of Change by Kurt Lewin

Lewin's Three-Stage Model of Change is another classic change management theory. This model describes the three stages of change that organizations go through: unfreezing, changing, and refreezing. Lewin argues that in order for change to be successful, organizations need to create a sense of urgency, provide support for employees, and create a new culture that supports the change.

4. The Transition Model by William Bridges

Bridges' Transition Model of Change is a more personal model of change that focuses on the individual's experience of change. Bridges argues that change is a three-stage process: ending, the neutral zone, and a new beginning. He offers advice on how to help individuals navigate each stage of change.

5. The ADKAR Model by Prosci

The ADKAR Model is a change management model that focuses on the individual's adoption of change. This model identifies five stages of change: awareness, desire, knowledge, ability, and reinforcement. Prosci argues that in order for change to be successful, organizations need to help employees through each stage of the change process.

6. Creating a Culture of Change by Jeffrey Hiatt and Timothy Creasey

This article discusses the importance of creating a culture of change in order to sustain change over the long term. Hiatt and Creasey argue that organizations need to create a climate that supports change, encourages experimentation, and values feedback. They offer advice on how to create a culture of change in your organization.

7. Leading Through Change by Michael Beer and Nitin Nohria

This article discusses the role of leaders in leading change. Beer and Nohria argue that leaders need to be able to create a vision for change, communicate the change effectively, and create a supportive environment for change. They offer advice on how to lead through change.

8. Managing Transitions by William Bridges and Susan Bridges

This article is a more in-depth look at the Transition Model of Change. Bridges and Bridges offer advice on how to help individuals and organizations navigate the transition process. They discuss the different challenges that individuals face during each stage of change, and they offer strategies for helping people to overcome these challenges.

9. The Neuroscience of Change by Heidi Grant Halvorson

This article discusses the role of neuroscience in change management. Halvorson argues that neuroscience can help us to understand how people resist change, how to motivate people to change, and how to create a culture of change. She offers advice on how to apply neuroscience principles to change management.

10. Change Management: The People Side by Linda Hill, Greg Brandeau, Emily Truelove, and Kent Lineback

This article discusses the importance of the human side of change. Hill, Brandeau, Truelove, and Lineback argue that organizations need to focus on the people who are affected by change, and they offer advice on how to do so. They discuss the different ways to communicate change, how to involve employees in the change process, and how to create a sense of urgency for change.

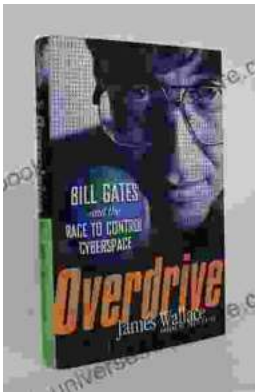
These 10 HBR articles provide a comprehensive overview of the field of change management. They offer practical advice and insights from leading experts in the field. By understanding the change process and developing strategies for leading change, you can help your organization to navigate change successfully.



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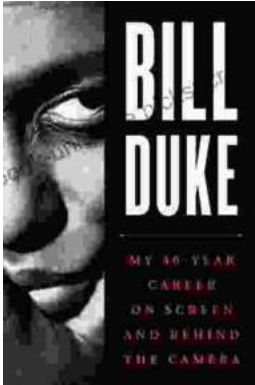
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