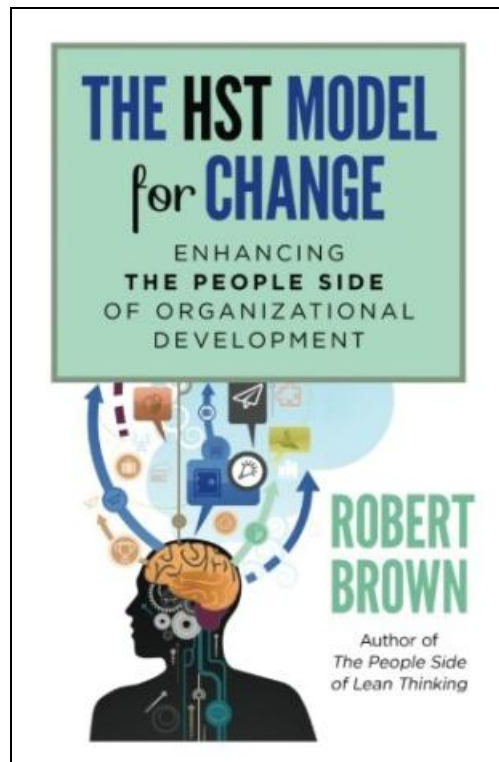


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THE HST MODEL FOR CHANGE: ENHANCING THE PEOPLE SIDE OF ORGANIZATIONAL DEVELOPMENT (PAPERBACK)

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BP Books/Denro Classics, 2017. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****.Organizational Development (OD) is like changing a tire, in the dark, in the rain with a flashlight that works only if you shake it just right. With a seventy percent failure rate, that flashlight needs fixing. The HST Model for Change provides new thinking and greater success for business owners, leaders and OD experts. Leading change, change management, the people side of change, managing transitions, lean thinking, knowledge management, employee engagement, all these organizational development strategies, overcoming resistance, psychological tests, cultural interventions, leadership training and the like only muddy already turgid waters. Effective change simply requires individual minds and collective minds to work better. HST stands for Harnessing the Speed of Thought. The model begins the change process where it actually starts, in the human brain, then expands outwards through teams and leaders to move the entire organization forward. By beginning with the basics, how the human brain works, this new model creates a direct path from idea to implementing and sustaining. It works by supporting people needs first, which then support business needs. The HST Model for Change has only two working parts: 1.The change must make logical and emotional sense to all involved, from beginning to end 2.The change must be guided through teams and trained managers and leaders That s it. Readers will learn how to set up the entire change process even before change is contemplated and ensure buy-in by all strata of the organization. If you read two or more change management books, maybe Kotter or ADKAR, the second one should be The HST Model for Change.



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