



The Change Leader: Using a Gestalt Approach with Work Groups (J-B US non-Franchise Leadership)

H. B. Karp

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A how-to micro-approach to implementing change

For the first time, here is a practical, basic guide to leading individuals and groups through change, from a Gestalt perspective. Step-by-step, this reference guide shows you how to lead change efforts and implement them with maximum results.

Taking a micro-approach to change, this unique resource is presented in workbook form to teach you:

- * The roles that power and self-interest play in the change process
- * What power really is and how it works
- * Aspects of, assumptions about, and steps in the change process
- * The role of the change leader and styles of change leadership
- * How to frame and present the demand for change
- * How to develop a change contract with the group
- * How to explore the change and obtain commitment to it
- * What resistance really is and how to work with it
- * How to negotiate aspects of the change
- * What situational exclusion is and when to use it
- * How to conduct the change meeting and implement the change

Packed with action steps, examples, and activities for the change leader and the group, The Change Leader is a necessary reference for every manager, trainer, and consultant called on to effect change and organizational improvement.

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