



The Manager as Change Leader

Ann Gilley

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In *The Manager as Change Leader*, Ann Gilley examines the complexities of change from the manager's perspective, providing readers with the tools to help themselves, their employees, and their colleagues successfully engage in the change efforts that will propel their organizations into the future. In a challenge to traditional approaches?which presume that organizational change will occur once an initiative has been launched?Gilley focuses on the challenges that managers face when others resist change, before, during, and even after the process has been implemented. She explains that resistance to change is natural and inevitable, and offers practical approaches to overcoming organizational inertia, focusing on the specific skills in leadership, management, problem solving, communication, and personal relationships that contribute to successful change. Featuring a wide array of diagnostic and development tools, worksheets, and references, *The Manager as Change Leader* will become an indispensable resource for any manager faced with leading or navigating a change program, whether large scale or small.

To say that businesses today must contend with constant change is an understatement. New technologies, new competitors, new markets, new products, new employees?if your company is not already anticipating their impact you've fallen behind the curve. And yet, as managers acknowledge, and even embrace, change as a reality of organizational life, the success rate of change efforts is perilously low. In *The Manager as Change Leader*, Ann Gilley examines the complexities of change from the manager's perspective, providing readers with the tools to help themselves, their employees, and their colleagues successfully engage in the change efforts that will propel their organizations into the future.

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