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JSODCP - ANTONIO ASHLEY

A selection of key works from ten major collections by the influential American poet as written throughout the past two decades includes pieces from the critically acclaimed April Galleons and Flow Chart, as well as the 2005 National Book Award finalist Where Shall I Wander. 25,000 first printing. Want to become a better leader? Want to help others accelerate their own leadership development? Leadership Haiku is an inviting and inventive exploration of how to become a better leader - without all the clutter of unnecessary words! Newer managers will welcome its insights and perspectives. More seasoned leaders will appreciate its relevance and range. ____ Most Learning Takes Time. A Surprising Amount, Though, Takes But A Haiku! ____

A devious corporation attacks a farm commune in former Vermont where one scientist just might be able to save the planet. Arcadia's defense corps is mobilized to fend off what first appears to be a routine assault, one of the many that the community must repulse from paramilitary forces every year. But as sensors report a breach in the perimeter wall, even eighty-year-old Rachel Leopold shoulders a weapon and reports for duty. The attack, it turns out, has been orchestrated by one of the world's largest corporations, CRISPR International, and it is interested in stopping Rachel's research into stopping global warming. As Arcadia prepares to defend itself against the next CRISPR attack, Rachel contacts Emmanuel Puig, the foremost scholar of her ex-husband's work, to get information that she can use to stop CRISPR. Arcadia intersperses the action with short reports from Emmanuel on his interactions with Rachel as they meet, via virtual reality, in different parts of the world—Brussels, Ningxia, and finally Darwin. The novel concludes with an explosive, unexpected twist that forces a re-evaluation of all that has come before. Praise for Frostlands "A worthy sequel to the thought-provoking Splinterlands, Frostlands is triumphant and absorbing science fiction, full of ecological and societal warnings. It is a unique and imaginative look at a future Earth scarred by environmental neglect." —Foreword Reviews "Feffer expands the urgent environmental warnings of Splinterlands in a slim, standalone sequel that's equally dire and sinister but more leisurely paced Devotees of near-future science fiction adventures will root for resolute and energetic Rachel on her quest to save Earth." —Publishers Weekly "By taking us on a cautionary journey into a future planetary collapse where the term "one per cent" is redefined in a terrifying way, John Feffer forces us to look deeply at our own society's blindness to ecological apocalypse and greed. But the novel's enchantment goes beyond dystopia: the quest for salvation depends on a crusty female octogenarian who would make Wonder Woman salivate with envy." —Ariel Dorfman

The revised and updated tenth anniversary edition of the classic, beloved business fable that has changed millions of lives in organizations around the world. Our Iceberg Is Melting is a simple story about doing well under the stress and uncertainty of rapid change. Based on the award-winning work of Harvard Business School's John Kotter, it can help you and your colleagues thrive during tough times. On an iceberg near the coast of Antarctica, group of beautiful emperor penguins live as they have for many years. Then one curious bird discovers a potentially devastating problem threatening their home—and almost no one listens to him. The characters in the story—Fred, Alice, Louis, Buddy, the Professor, and NoNo—are like people you probably recognize in your own organization, including yourself. Their tale is one of resistance to change and heroic action, seemingly intractable obstacles and clever tactics for dealing with those obstacles. The penguins offer an inspiring model as we all struggle to adapt to new circumstances. Our Iceberg Is Melting is based on John Kotter's pioneering research into the eight steps that can produce needed change in any sort of group. After finishing the story, you'll have a powerful framework for influencing your own team, no matter how big or small. This tenth anniversary edition preserves the text of the timeless story, together with new illustrations, a revised afterword, and a Q&A with the authors about the responses they've gotten over the past decade. Prepare to be both enlightened and delighted, whether you're already a fan of this classic fable or are discovering it for the first time.

From the ill-fated dot-com bubble to unprecedented merger and acquisition activity to scandal, greed, and, ultimately, recession -- we've learned that widespread and difficult change is no longer the exception. By outlining the process organizations have used to achieve transformational goals and by identifying where and how even top performers derail during the change process, Kotter provides a practical resource for leaders and managers charged with making change initiatives work.

He was one of the most inspirational role models of all time. Thrown into poverty at age four, Konosuke Matsushita (Mat-SOSH-ta) struggled with the early deaths of family members, an apprenticeship which demanded sixteen-hour days at age nine, all the problems associated with starting a business with neither money nor connections, the death of his only son, the Great Depression, the horror of World War II in Japan, and more. Yet John P. Kotter shows in this fascinating and instructive book how, instead of being ground down by these hardships, Matsushita grew to be a fabulously successful entrepreneur and business leader, the founder of Japan's General Electric: the \$65 billion a year Matsushita Electric Corporation. His accomplishments as a leader, author, educator, philanthropist, and management innovator are astonishing, and outshine even Soichiro Honda, J.C. Penney, Sam Walton, and Henry Ford. In this immensely readable book, Kotter relates how Matsushita created a large business, invented management practices that are increasingly being used today, helped lead his country's economic miracle after World War II wrote dozens of books in his latter years, founded a graduate school of leadership, created Japan's version of a Nobel Prize, and gave away hundreds of millions to good causes. The Matsushita story expands our notion of the possible, even for a sickly youngster who did not have the benefit of a privileged background, education, good looks, or a charismatic presence. It tells us much about leadership, entrepreneurship, a drive for lifelong learning, and their roots. It demonstrates the power

of a longterm outlook, idealistic goals, and humility in the face of great success. Matsushita Leadershipis both a biography and a set of lessons for careers and corporations in the 21st century. An inspirational story and a business primer, the implications are powerful, for organizations and for living a meaningful life.

Describes how organizations can learn to move swiftly to accommodate change while still providing the necessary structures that nurture employees and long-term success.

We are in the middle of an urgency epidemic. People find themselves are overwhelmed and at a loss as to how to proceed in an environment that cuts them no slack, provides no respite, and is ever pushing them on. The sensation is akin to the one where it feels like hot sauce is on everything. The purpose of this book is to guide you through the urgency epidemic and put you back in charge. Like a great chef, you'll learn the nuances of adding just the right amount of sauce to bring out the deep flavor and potential of yourself, your team, and your family, creating a menu of balance and perfect spice so that you are in charge of urgency and it no longer consumes your world.

You've got a good idea. You know it could make a crucial difference for you, your organization, your community. You present it to the group, but get confounding questions, inane comments, and verbal bullets in return. Before you know what's happened, your idea is dead, shot down. You're furious. Everyone has lost: Those who would have benefited from your proposal. You. Your company. Perhaps even the country. It doesn't have to be this way, maintain John Kotter and Lorne Whitehead. In Buy-In, they reveal how to win the support your idea needs to deliver valuable results. The key? Understand the generic attack strategies that naysayers and obfuscators deploy time and time again. Then engage these adversaries with tactics tailored to each strategy. By "inviting in the lions" to critique your idea--and being prepared for them--you'll capture busy people's attention, help them grasp your proposal's value, and secure their commitment to implementing the solution. The book presents a fresh and amusing fictional narrative showing attack strategies in action. It then provides several specific counterstrategies for each basic category the authors have defined--including: · Death-by-delay: Your enemies push discussion of your idea so far into the future it's forgotten. · Confusion: They present so much data that confidence in your proposal dies. · Fearmongering: Critics catalyze irrational anxieties about your idea. · Character assassination: They slam your reputation and credibility. Smart, practical, and filled with useful advice, Buy-In equips you to anticipate and combat attacks--so your good idea makes it through to make a positive change.

Many girls want to become scientists when they grow up, just like many boys do. But for these girls, the struggle to do what they love and to be treated with respect has been much harder because of the discrimination and bias in our society. In Women in Microbiology, we meet women who, despite these obstacles and against tough odds, have become scientific leaders and revered mentors. The women profiled in this collection range from historic figures like Alice Catherine Evans and Ruth Ella Moore to modern heroes like Michele Swanson and Katrina Forest. What binds all of these remarkable women are a passion for their work, a zest for life, a warm devotion to mentoring others—especially younger women—and a sense of justice and fairness that they are willing to fight tirelessly to obtain. Each story is unique, but each woman featured in Women in Microbiology has done so much to expand our knowledge of the natural world while also making it easier for the next generation of scientists to work collaboratively and in an atmosphere where people are judged by their intellect, imagination, skill, and commitment to service regardless of gender or race. Women in Microbiology is a wonderful collection of stories that will inspire everyone, but especially young women and men who are wondering how to find their way in the working world. Some of the names are familiar and some are lesser known, but all of the stories arouse a sense of excitement, driven by tales of new, important scientific insights, stories of overcoming adversity and breaking boundaries, and the inclusion of personal tips and advice from successful careers. These stories are proof that a person can live a balanced and passionate life in science that is rich and rewarding.

Most organizational change initiatives fail spectacularly (at worst) or deliver lukewarm results (at best). In his international bestseller Leading Change, John Kotter revealed why change is so hard, and provided an actionable, eight-step process for implementing successful transformations. The book became the change bible for managers worldwide. Now, in A Sense of Urgency, Kotter shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change. Why focus on urgency? Without it, any change effort is doomed. Kotter reveals the insidious nature of complacency in all its forms and guises. In this exciting new book, Kotter explains: · How to go beyond "the business case" for change to overcome the fear and anger that can suppress urgency · Ways to ensure that your actions and behaviors -- not just your words -- communicate the need for change · How to keep fanning the flames of urgency even after your transformation effort has scored some early successes Written in Kotter's signature no-nonsense style, this concise and authoritative guide helps you set the stage for leading a successful transformation in your company.

Managing your boss: Isn't that merely manipulation? Corporate cozying up? Not according to John Gabarro and John Kotter. In this handy guidebook, the authors contend that you manage your boss for a very good reason: to do your best on the job—and thereby benefit not only yourself but also your supervisor and your entire company. Your boss depends on you for cooperation, reliability, and honesty. And you depend on him or her for links to the rest of the organization, for setting priorities, and for obtaining critical resources. By managing your boss—clarifying your own and your supervisor's strengths, weaknesses, goals, work styles, and needs—you cultivate a relationship based on mutual respect and understanding. The result? A healthy, productive bond that enables you both to excel. Gabarro and Kotter provide valuable guidelines for building this essential relationship—including strategies for determining how your boss prefers to process information and make decisions, tips for communicating mutual expectations, and

tactics for negotiating priorities. Thought provoking and practical, *Managing Your Boss* enables you to lay the groundwork for one of the most crucial working relationships you'll have in your career.

It's no secret that we are living in the Digital Age. Technology companies make up seven of the world's ten largest firms by market capitalization. And the key to their success is the key to all modern organizations. Jonathan Smart, business agility practitioner, thought leader, and coach, reveals the patterns and antipatterns that will help organizations from every industry deliver better value sooner, safer, and happier through high levels of engagement, inclusion, and empowerment. Through his decades of experience in the technology world, Smart provides business leaders with a blueprint for creating a world-class organization of the future. Through Agile and Lean ways of working, business leaders can empower teams to improve production, grow together, and create better services for their customers. These better ways of working have overflowed from the IT department to every corner of successful organizations, taking root in every industry from aerospace to accounting, insurance to shipping. This book is not about software development. It is not a book about the computer industry. This book is about applying agility across the entire organization. It's a book that will put you at the front of change and ahead of the competition.

Moving beyond the process of change Why is change so hard? Because in order to make any transformation successful, you must change more than just the structure and operations of an organization—you need to change people's behavior. And that is never easy. The Heart of Change is your guide to helping people think and feel differently in order to meet your shared goals. According to bestselling author and renowned leadership expert John Kotter and coauthor Dan Cohen, this focus on connecting with people's emotions is what will spark the behavior change and actions that lead to success. Now freshly designed, The Heart of Change is the engaging and essential complement to Kotter's worldwide bestseller *Leading Change*. Building off of Kotter's revolutionary eight-step process, this book vividly illustrates how large-scale change can work. With real-life stories of people in organizations, the authors show how teams and individuals get motivated and activated to overcome obstacles to change—and produce spectacular results. Kotter and Cohen argue that change initiatives often fail because leaders rely too exclusively on data and analysis to get buy-in from their teams instead of creatively showing or doing something that appeals to their emotions and inspires them to spring into action. They call this the see-feel-change dynamic, and it is crucial for the success of any true organizational transformation. Refreshingly clear and eminently practical, The Heart of Change is required reading for anyone facing the challenges inherent in leading change.

A hope-filled and profoundly simple book that speaks directly to those who want to be of service in their church or community, but have found the traditional ways often threatening and ineffective. In this book, Henri Nouwen combines creative case studies of ministry with stories from diverse cultures and religious traditions in preparing a new model for ministry. Weaving keen cultural analysis with his psychological and religious insights, Nouwen has come up with a balanced and creative theology of service that begins with the realization of fundamental woundedness in human nature. Emphasizing that which is in humanity common to both minister and believer, this woundedness can serve as a source of strength and healing when counseling others. Nouwen proceeds to develop his approach to ministry with an analysis of sufferings—a suffering world, a suffering generation, a suffering person, and a suffering minister. It is his contention that ministers are called to recognize the sufferings of their time in their own hearts and make that recognition the starting point of their service. For Nouwen, ministers must be willing to go beyond their professional role and leave themselves open as fellow human beings with the same wounds and suffering—in the image of Christ. In other words, we heal from our own wounds. Filled with examples from everyday experience, *The Wounded Healer* is a thoughtful and insightful guide that will be welcomed by anyone engaged in the service of others.

In today's complex work world, things no longer get done simply because someone issues an order and someone else follows it. Most of us work in socially intricate organizations where we need the help not only of subordinates but of colleagues, superiors, and outsiders to accomplish our goals. This often leaves us in a "power gap" because we must depend on people over whom we have little or no explicit control. This is a book about how to bridge that gap: how to exercise the power and influence you need to get things done through others when your responsibilities exceed your formal authority. Full of original ideas and expert insights about how organizations—and the people in them—function, *Power and Influence* goes further, demonstrating that lower-level personnel also need strong leadership skills and interpersonal know-how to perform well. Kotter shows how you can develop sufficient resources of "unofficial" power and influence to achieve goals, steer clear of conflicts, foster creative team behavior, and gain the cooperation and support you need from subordinates, coworkers, superiors—even people outside your department or organization. He also shows how you can avoid the twin traps of naivete and cynicism when dealing with power relationships, and how to use your power without abusing it. Power and Influence is essential for top managers who need to overcome the infighting, foot-dragging, and politicking that can destroy both morale and profits; for middle managers who don't want their careers sidetracked by unproductive power struggles; for professionals hindered by bureaucratic obstacles and deadline delays; and for staff workers who have to "manage the boss." This is not a book for those who want to "grab" power for their own ends. But if you'd like to create smooth, responsive working relationships and increase your personal effectiveness on the job, Kotter can show you how—and make the dynamics of power work for you instead of against you.

The international bestseller—now with a new preface by author John Kotter. Millions worldwide have read and embraced John Kotter's ideas on change management and leadership. From the ill-fated dot-com bubble to unprecedented M&A activity to scandal, greed, and ultimately, recession—we've learned that widespread and difficult change is no longer the exception. It's the rule. Now with a new preface, this refreshed edition of the global best-seller *Leading Change* is more relevant than ever. John Kotter's now-legendary eight-step process for managing change with positive results has become the foundation for leaders and organizations across the globe. By outlining the process every organization must go through to achieve its goals, and by identifying where and how even top performers derail during the change process, Kotter provides a practical resource for leaders and managers charged with making change initiatives work. *Leading Change* is widely recognized as his seminal work and is an important precursor to his newer ideas on acceleration published in *Harvard Business Review*. Needed more today than at any time in the past, this bestselling business book serves as both visionary guide and practical toolkit on how to approach the difficult yet crucial work of leading change in any type of organization. Reading this highly personal book is like spending a day with the world's foremost expert on business leadership. You're sure to walk away inspired—and

armed with the tools you need to inspire others. Published by Harvard Business Review Press.

Widely acknowledged as the world's foremost authority on leadership, the author provides a collection of his acclaimed "Harvard Business Review" articles.

What's the worst thing you can hear when you have a good idea at work? "That's not how we do it here!" In their iconic bestseller *Our Iceberg Is Melting*, John Kotter and Holger Rathgeber used a simple fable about penguins to explain the process of leading people through major changes. Now, ten years later, they're back with another must-read story that will help any team or organization cope with their biggest challenges and turn them into exciting opportunities. Once upon a time a clan of meerkats lived in the Kalahari, a region in southern Africa. After years of steady growth, a drought has sharply reduced the clan's resources, and deadly vulture attacks have increased. As things keep getting worse, the harmony of the clan is shattered. The executive team quarrels about possible solutions, and suggestions from frontline workers face a soul-crushing response: "That's not how we do it here!" So Nadia, a bright and adventurous meerkat, hits the road in search of new ideas to help her troubled clan. She discovers a much smaller group that operates very differently, with much more teamwork and agility. These meerkats have developed innovative solutions to find food and evade the vultures. But not everything in this small clan is as perfect as it seems at first. Can Nadia figure out how to combine the best of both worlds—a large, disciplined, well-managed clan and a small, informal, inspiring clan—before it's too late? This book distills Kotter's decades of experience and award-winning research to reveal why organizations rise and fall, and how they can rise again in the face of adversity.

For many years a neglected figure, Nikolai Bukharin has recently been the subject of renewed interest in the West. Now regarded as a leading Marxist theorist, Bukharin's work has wide appeal to those interested in Soviet history and Marxist economics as well as to those concerned with theories of development and socialist economies.

This impressive collection features the best works by John P. Kotter, known worldwide as the authority on leadership and change. Curated by Harvard Business Review, the longtime publisher of some of Kotter's most important ideas, the *Change Leadership* set features full digital editions of the author's classic books, including bestsellers *Leading Change*, *The Heart of Change*, and *A Sense of Urgency*, as well as "What Leaders Really Do" and his newly published book *Accelerate*, which is based on the award-winning article of the same name that appeared in *Harvard Business Review* in late 2013. Kotter's books and ideas have guided and inspired leaders at all levels. He is the Konosuke Matsushita Professor of Leadership, Emeritus at Harvard Business School, an award-winning business and management thought leader, a successful entrepreneur, and an inspirational speaker. His ideas have helped to mobilize people around the world to better lead organizations, and their own lives, in an era of increasingly rapid change. This specially priced collection offers Kotter's best practical advice, management insights, and useful tools to help you successfully lead and implement change in your organization—and master the art of change leadership.

Lead change amid constant turbulence and disruption. Get more of the ideas you want, from the authors you trust, with HBR's 10 Must Reads on *Change Management* (Vol. 2). We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you successfully transform your organization. With insights from leading experts including John Kotter, Tim Brown, and Roger Martin, this book will inspire you to: Master the eight accelerators of strategic change Turn your culture into a catalyst for transformation Use your network ties to win over resisters Apply design thinking to secure buy-in Scale agile practices across your organization Get reorgs right Avoid pursuing the wrong changes This collection of articles includes "What Everyone Gets Wrong About Change Management," by N. Anand and Jean-Louis Barsoux; "Cultural Change That Sticks," by Jon R. Katzenbach, Ilona Steffen, and Caroline Kronley; "Culture Is Not the Culprit," by Jay W. Lorsch and Emily McTague; "The Network Secrets of Great Change Agents," by Julie Battilana and Tiziana Casciaro; "Design for Action," by Tim Brown and Roger L. Martin; "Agile at Scale," by Darrell K. Rigby, Jeff Sutherland, and Andy Noble; "The Merger Dividend," by Ron Ashkenas, Suzanne Francis, and Rick Heinick; "Getting Reorgs Right," by Stephen Heidari-Robinson and Suzanne Heywood; and "Your Workforce Is More Adaptable Than You Think," by Joseph B. Fuller, Judith K. Wallenstein, Manjari Raman, and Alice de Chalendar. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment.

Changing Software Development explains why software development is an exercise in change management and organizational intelligence. An underlying belief is that change is learning and learning creates knowledge. By blending the theory of knowledge management, developers and managers will gain the tools to enhance learning and change to accommodate new innovative approaches such as agile and lean computing. *Changing Software Development* is peppered with practical advice and case studies to explain how and why knowledge, learning and change are important in the development process. Today, managers are pre-occupied with knowledge management, organization learning and change management; while software developers are often ignorant of the bigger issues embedded in their work. This innovative book bridges this divide by linking the software world of technology and processes to the business world of knowledge, learning and change.

From the author of the bestselling *Anam Cara* comes a beautiful collection of blessings to help readers through both the everyday and the extraordinary events of their lives. John O'Donohue, Irish teacher and poet, has been widely praised for his gift of drawing on Celtic spiritual traditions to create words of inspiration and wisdom for today. In *To Bless the Space Between Us*, his compelling blend of elegant, poetic language and spiritual insight offers readers comfort and encouragement on their journeys through life. O'Donohue looks at life's thresholds—getting married, having children, starting a new job—and offers invaluable guidelines for making the transition from a known, familiar world into a new, unmapped territory. Most profoundly, however, O'Donohue explains "blessing" as a way of life, as a lens through which the whole world is transformed. O'Donohue awakens readers to timeless truths and shows the power they have to answer contemporary dilemmas and ease us through periods of change.

American opportunity is not dead. Bestselling author and entrepreneur John Hope Bryant outlines the mindset and practices that will allow us to achieve the American Dream, no matter what our current circumstances are. Facing a challenging economy, too many Americans despair of improv-

ing their lives. But John Hope Bryant insists that America is still the Land of Opportunity. *Up from Nothing* revives the forgotten story of the American Dream. It's about our beginnings as a nation of go-getters who believed they were winners before they won. Using the inspiring story of his own rise from humble beginnings, and that of his parents and grandparents, Bryant shows how individually we can change our mindset from survivor to thriver to winner and move beyond just getting by or being financially independent to becoming wildly successful. Collectively, we need to become a nation of winners once again. By ensuring that every stakeholder in America has access to the Five Pillars of Success—massive education, financial literacy, strong family structure, self-esteem, and supportive role models—Bryant shows how we can fulfill the promise of America's greatness. But to do so, we must turn away from distractions—such as political in-fighting or racial and class divisions—and focus on what we can control. This is not a book of tips on how to get a better job or make more money. It's about adopting a new way of thinking that will do all that for us and more. *Up from Nothing* is the new (old) business plan to keep us winning as a country.

Drawing on twenty years of research on the most common positive and negative influencing techniques people use to get ahead, author Terry R. Bacon explains how influence works and how you can use it to lead effectively and reach any goal. In *Elements of Influence*, he teaches readers why people allow themselves to be influenced and why they resist; how to choose the right influencing approach in different situations; how to be influential without formal authority; and what it takes to achieve success in every kind of organization or professional role—even when working with those from other countries and cultures. We succeed when we're able to influence how others think, feel, and act: getting them to accept our point of view, follow our lead, join our cause, feel our excitement, or buy our products and services. By shedding light on how the act of influencing impacts our daily lives—even when we don't realize we (or others) are doing it—*Elements of Influence* offers the key to using this tool more consciously and effectively through adaptability, perceptiveness, and insight. Whether you're a business leader, frontline employee, entrepreneur, or stay-at-home parent, this universal resource—filled with tips, exercises, and practical applications—shows how anyone can exert influence to achieve real results.

A penetrating look into the unrecognized and unregulated links between autocratic regimes in Central Asia and centers of power and wealth throughout the West Weak, corrupt, and politically unstable, the former Soviet republics of Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan are dismissed as isolated and irrelevant to the outside world. But are they? This hard-hitting book argues that Central Asia is in reality a globalization leader with extensive involvement in economics, politics and security dynamics beyond its borders. Yet Central Asia's international activities are mostly hidden from view, with disturbing implications for world security. Based on years of research and involvement in the region, Alexander Cooley and John Heather-shaw reveal how business networks, elite bank accounts, overseas courts, third-party brokers, and Western lawyers connect Central Asia's supposedly isolated leaders with global power centers. The authors also uncover widespread Western participation in money laundering, bribery, foreign lobbying by autocratic governments, and the exploiting of legal loopholes within Central Asia. Riveting and important, this book exposes the global connections of a troubled region that must no longer be ignored.

This collection offers the full digital editions of two seminal books by global leadership expert John P. Kotter: his international bestseller, *Leading Change*, and *Accelerate*, his award-winning framework for enabling companies to compete and win in a world of constant turbulence and disruption. *Leading Change*—now considered the change bible for leaders and managers worldwide—reveals why change is so difficult and lays out an actionable, eight-step process for implementing successful transformations. Cited by business leaders and influential organizations worldwide as the book to read when starting any type of change initiative, *Accelerate* (XLRB) vividly illustrates the five core principles underlying a new dual operating system, the eight accelerators that drive it, and how leaders must create a sense of urgency through role modeling. Perhaps most crucial, the book reveals how the best companies focus and align their people's energy around what Kotter calls the big opportunity. If you're a pioneer, a leader who knows that bold change is necessary to survive and thrive in an ever-changing world, these two books will set you on a path to accelerate into a better, more profitable future. Regarded by many as the authority on leadership and change, John P. Kotter is a New York Times bestselling author, award-winning business and management thought leader, business entrepreneur, inspirational speaker, and Harvard Business School professor. His ideas, books, speeches, and the company he founded in 2008, Kotter International, have helped mobilize people around the world to better lead organizations, and their own lives, in an era of increasingly rapid change. Kotter has authored nineteen books to date—twelve of them bestsellers. His books have reached millions and have been printed in over 150 foreign language editions.

In *The Discipline of Teams*, Jon Katzenbach and Douglas Smith explore the often counter-intuitive features that make up high-performing teams—such as selecting team members for skill, not compatibility—and explain how managers can set specific goals to foster team development. The result is improved productivity and teams that can be counted on to deliver more than just the sum of their parts. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

Transform your organization with speed and efficiency using this insightful new resource *Incremental Improvement* is no longer sufficient in helping organizations navigate the complexity, uncertainty and volatility of today's world. In *Change: How Organizations Achieve Hard-to-Imagine Results* in *Uncertain and Volatile Times*, authors John P. Kotter, Vanessa Akhtar, and Gaurav Gupta explore how to create non-linear, dramatic change in your organization. You'll discover the emerging science of change that teaches us about how to build organizations – from businesses to governments – that change and adapt rapidly. In *Change* you'll discover: Why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged In-depth, evidence-based, actionable solutions for dealing with institutional resistance to change Case studies and success stories that describe organizations who have successfully built the ability to change quickly into their DNA A universal approach for how to dramatically improve outcomes from various change efforts, including: strategy execution, digital transformation, restructuring, and more Perfect for managers, executives, and leaders at companies of all types and sizes, *Change* will also prove to be a valu-

able asset to other professionals who serve these organizations. This book is for anyone seeking a proven approach for delivering fast, sustainable and comprehensive results.

A walk-the-walk, talk-the-talk, hands-on, say-it-loud handbook for activist kids who want to change the world! Inspired by Abbie Hoffman's radical classic, *Steal This Book*, author Alexandra Styron's stirring call for resistance and citizen activism will be clearly heard by young people who don't accept "it is what it is," who want to make sure everybody gets an equal piece of the American pie, and who know that the future of the planet is now. Styron's irreverent and informative primer on how to make a difference is organized into three sections: The Why, The What, and The How. The book opens with a personal essay and a historic look at civil disobedience and teenage activism in America. That's followed by a deep dive into several key issues: climate change, racial justice, women's rights, LGBTQIA rights, immigration, religious understanding, and intersectionality. Each chapter is introduced by an original full page comic and includes a summary of key questions, interviews with movers and shakers—from celebrities to youth activists—and spotlights on progressive organizations. The book's final section is packed with how-to advice on ways to engage, from group activities such as organizing, marching, rallying, and petitioning to individual actions like voting with your wallet, volunteering, talking with relatives with different viewpoints, and using social activism to get out a progressive message. This is a perfect book for older middle-schoolers and teens who care about the planet, the people with whom they share it, and the future for us all.

The critics who despair of the coming of imaginative, charismatic leaders to replace the so-called manipulative caretakers of American corporations don't tell us much about what leadership actually is, or, for that matter, what management is either. Now, John P. Kotter, who focused on why we have a leadership crisis in *The Leadership Factor* shows here, with compelling evidence, what leadership really means today, why it is rarely associated with larger-than-life charismatics, precisely how it is different from management, and yet why both good leadership and management are essential for business success, especially for complex organizations operating in changing environments. Leadership, Kotter clearly demonstrates, is for the most part not a god-like figure transforming subordinates into superhumans, but is in fact a process that creates change -- a process which often involves hundreds or even thousands of "little acts of leadership" orchestrated by people who have the profound insight to realize this. Building on his landmark study of 15 successful general managers, Kotter presents detailed accounts of how senior and middle managers in major corporations, in close concert with colleagues and subordinates, were able to create a leadership process that put into action hundreds of commonsense ideas and procedures that, in combination with competent management, produced extraordinary results. This leadership turned NCR from a loser to a big winner in automated teller machines, despite intense competition from IBM. The same process at American Express and SAS helped businesses grow dramatically despite the fact that they were "mature" and "commodity-like." Kotter also shows how leadership turned around operations at P&G and Kodak; produced huge business successes at PepsiCo, ARCO, and ConAgra; and made the impossible occasionally happen at Digital. Thousands of companies today are overmanaged and underled, John Kotter concludes, not because managers lack charisma, but because far too few executives have a clear understanding of what leadership is and what it can accomplish. Without such a vision, even the most capable people have great difficulty trying to lead effectively and to create the cultures which will help others to lead.

In "Letter from Birmingham Jail," Martin Luther King Jr. explains why blacks can no longer be victims of inequality.

The six core strategies to elevate any business-and how to implement them-made simple What do the world's most successful companies and organization have in common? And what can you actually take away and use from their examples? Distilling the best fundamental business strategies, trusted advisor and strategist John Spence helps you take a hard look at your business and together develop specific plans and action steps that will allow you to dramatically improve the success of your company. Delivered in Spence's approachable and straightforward manner, *Awesomely Simple* reveals the six key strategies that create a foundation for achieving business excellence: Vivid Vision, Best People, A Performance-Oriented Culture, Robust Communication, A Sense of Urgency, and Extreme Customer Focus. Filled with case studies and clear action items, includes easy-to-follow guidelines for implementing the strategies in any organization no matter its mission or size After concisely breaking down each strategy, Spence gives specific examples, tips, tools, discussion questions and exercises for how to execute them successfully A perfect resource for business leaders, *Awesomely Simple* will help you turn ideas into positive action and achieve lasting business success.

From one of our most widely admired art critics comes a bold and timely manifesto reaffirming the independence of all the arts—musical, literary, and visual—and their unique and unparalleled power to excite, disturb, and inspire us. As people look to the arts to promote a particular ideology, whether radical, liberal, or conservative, Jed Perl argues that the arts have their own laws and logic, which transcend the controversies of any one moment. "Art's relevance," he writes, "has everything to do with what many regard as its irrelevance." Authority and Freedom will find readers from college classrooms to foundation board meetings—wherever the arts are confronting social, political, and economic ferment and heated debates about political correctness and cancel culture. Perl embraces the work of creative spirits as varied as Mozart, Michelangelo, Jane Austen, Henry James, Picasso, and Aretha Franklin. He contends that the essence of the arts is their ability to free us from fixed definitions and categories. Art is inherently uncategorizable—that's the key to its importance. Taking his stand with artists and thinkers ranging from W. H. Auden to Hannah Arendt, Perl defends works of art as adventuresome dialogues, simultaneously dispassionate and impassioned. He describes the fundamental sense of vocation—the engagement with the tools and traditions of a medium—that gives artists their purpose and focus. Whether we're experiencing a poem, a painting, or an opera, it's the interplay between authority and freedom—what Perl calls "the lifeblood of the arts"—that fuels the imaginative experience. This book will be essential reading for everybody who cares about the future of the arts in a democratic society.

In his international bestseller *Leading Change*, Kotter provided an action plan for implementing successful transformations. Now, he shines the spotlight on the crucial first step in his framework: creating a sense of urgency by getting people to actually see and feel the need for change.

Business.