

(Get free) Choosing Change: How Leaders and Organizations Drive Results One Person at a Time (Business Books)

Choosing Change: How Leaders and Organizations Drive Results One Person at a Time (Business Books)

Walter McFarland, Susan Goldsworthy
ePub | *DOC | audiobook | ebooks | Download PDF

"Goldsworthy and McFarland change the game around change. Explaining not just why it is hard, but outlining a whole new approach, resting on both science and real cases."
—DAVID ROCK, NeuroLeadership Institute, author of *Your Brain at Work*

choosing

How Leaders and
Organizations Drive Results
One Person at a Time

change


WALTER MCFARLAND

Chairman of ASTD

SUSAN GOLDSWORTHY

Former Olympian and coauthor of *Care to Dare*

Foreword by Tony Bingham, President and CEO of ASTD

 Download

 Read Online

#1438365 in eBooks 2013-11-08 2013-11-08 File Name: B00GN4CKWS | File size: 71.Mb

Walter McFarland, Susan Goldsworthy : **Choosing Change: How Leaders and Organizations Drive Results One Person at a Time (Business Books)** before purchasing it in order to gage whether or not it would be worth my time, and all praised **Choosing Change: How Leaders and Organizations Drive Results One Person at a Time (Business Books)**:

1 of 1 people found the following review helpful. Practical, Insightful Tool For Anyone Engaged In Individual Or

Organizational Change By Peter Bonner, Walt McFarland and Susan Goldsworthy have created a deep repository with much of the current research, advice, recommendations, and counsel on leading change. They also include valuable perspectives from their own research and work in the fields of organizational and individual transformation. Goldsworthy and McFarland differentiate how to develop yourself as a change leader from the methods and mechanisms to lead or participate in organizational change. Whether focusing on individual or organizational change, *Choosing Change* uses a change cycle, moving from Disruption to Desire, Discipline, Determination, and Development. It provides useful, applicable steps and ideas in each stage of that cycle. Furthermore, the authors emphasize the implications of neuroscience and neuro-leadership on change -- how your mind reacts to change, how to work with those reactions in yourself, and how to communicate with others engaged in a change initiative. *Choosing Change* is practical and insightful, a tool helpful for anyone seeking to understand how they can better lead or participate in a change process. As the cycle reflects, leading change is both a project and a process built to handle a specific change initiative. I look forward to seeing more of their work on building and sustaining change-adaptive behaviors with individuals and resilient cultures in organizations.

1 of 1 people found the following review helpful.
Exceedingly glad I chose to read *Choosing Change*! By Patricia I highly recommend this book for everyone . . . it inspirationally makes the case for the importance of change beginning with the individual while providing a framework for creating meaningful, sustainable change on a broader scale. The book is both incredibly easy to read because of its conversational tone and instructional because of the depth and breadth of content. McFarland is as conversationally elegant on paper as he is in person. I especially enjoyed Goldsworthy's "The Five Ds" expanded to create a framework for thinking about the most important elements in any change effort - at the individual, team, and organizational levels. McFarland and Goldsworthy compellingly make the case for the importance of a new mindset to support successful lifelong learning, growth and improvement. This is considerably more than another book on change management - it is a book on how to be the change we want to see in the world while envisioning a world that supports individual and collective greatness.

0 of 0 people found the following review helpful. *Change Leadership* By Roseann This easy to read, insightful book is very helpful for leaders who are in the midst of change; and, who isn't these days. Walter McFarland has years of experience working in this arena and, with his partner, Susan Goldsworthy, who is an Olympic champion, brings practical advice and inspiration on how to inspire and enlist the people in your organization in support of change.

A Soundview Executive Summaries Best Business Book of 2014 and a Silver Medalist in the Axiom Business Book Awards! There is audio or video content present in this Kindle file or a web site referred to by it that cannot be played on Kindle e-ink devices. If there's one certainty in business today, it's this: Change is coming your way. You have no choice in the matter. The choice you do have is either to embrace it or bury your head in the sand. In *Choosing Change*, ASTD Chairman Walter McFarland and leadership executive coach Susan Goldsworthy offer a proven new model for not just facing inevitable change--but leveraging it as a tool for long-term success. The first step is personal: You must decide that you are going to change; only then can you lead change. From there, the authors present the tactics and strategies you need to compete today. Organized into two thematic sections, *Choosing Change* takes you step-by-step through the authors' dynamic model for leading any company to success. Part I explains how to apply the newest research findings in psychology, neuroscience, and executive development to implement change in yourself. Part II focuses on organizational theory, management, and organizational learning, showing you how to integrate change into your organizational DNA. Each section makes the process easy to understand by breaking it down into the Five Ds: Disruption: An experience or event that triggers a conscious choice to change Desire: Committing to goals and deciding upon the change necessary to meet them Discipline: Consistently taking steps that build the momentum required for sustainable change Determination: Developing the resilience to focus and deliver even when faced with setbacks Development: Establishing a system for continuous improvement, feedback, and ongoing learning If you want to survive and flourish in today's business world, you must be prepared to adapt to changing marketplace circumstances. Sudden changes in markets, society, and the economy have ruined industry leading companies overnight--because they weren't change-focused. Don't be one of them. Lead yourself and your organization to the top--and stay there--by *Choosing Change*. Please note that this e-book contains links to audio or video resources that will not play on an E Ink Kindle device.

About the Author Susan Goldsworthy is an international executive coach, award-winning author, and former Olympic finalist with extensive global business experience. She coaches and speaks internationally on the topics of executive development, leadership, and change. Walter McFarland is the 2013 Chairman of ASTD and a consulting executive focused on the leadership of large-scale organizational change. He is a former Senior Vice President at Booz Allen Hamilton.