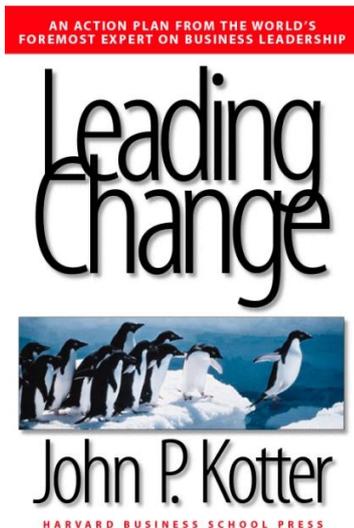


LEADING CHANGE

John P. Kotter - Harvard Business Review Press - 1996 - 187 p.



Let's start saying that we do not intend to review 'again' John P. Kotter's book. Hundreds of people have done this before.

However, amongst all the textbooks published about **leadership & change**, this book nevertheless remains a **reference work**. Dr. Kotter was indeed one of the first people to write about this subject. He defined the basics and outlined the fundamentals. It is no oblivion that there is no list with references in this book - giving evidence that the author's message was really new in 1996 and that the approach followed was invented, worked out and de-

veloped by himself. Dr. Kotter's **vision** is simple but very strong: **leaders who successfully transform businesses do eight things right (and they do them in the right order)**.

It might be that it is not completely correct (or honest because this might undermine all endeavours by thousands of other people) to state that quite a lot published after 1996 are "wishful variations on the same theme". This doesn't exclude that each new book needs to be respected and surely has its value - especially because there is quite some evolution and progress in expert's thinking about leading change: not directly about **what & why**, but more about **how & when**. However, Dr. Kotter will remain without doubt one of the founding fathers of leadership & change.

The reason why we refer to this book as 'the' reference book is because it is presently still recommended at highschools and universities as an outstanding

starter's textbook to discover and learn more about leadership & change.

Dr. Kotter ends his book as follows: **people who are making an effort to embrace the future are a happier lot than those who are clinging to the past**. Hope this inspires and motivates people in their work towards **operational excellence & continuous improvement**.

For further reading, see: www.kotterinternational.com

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