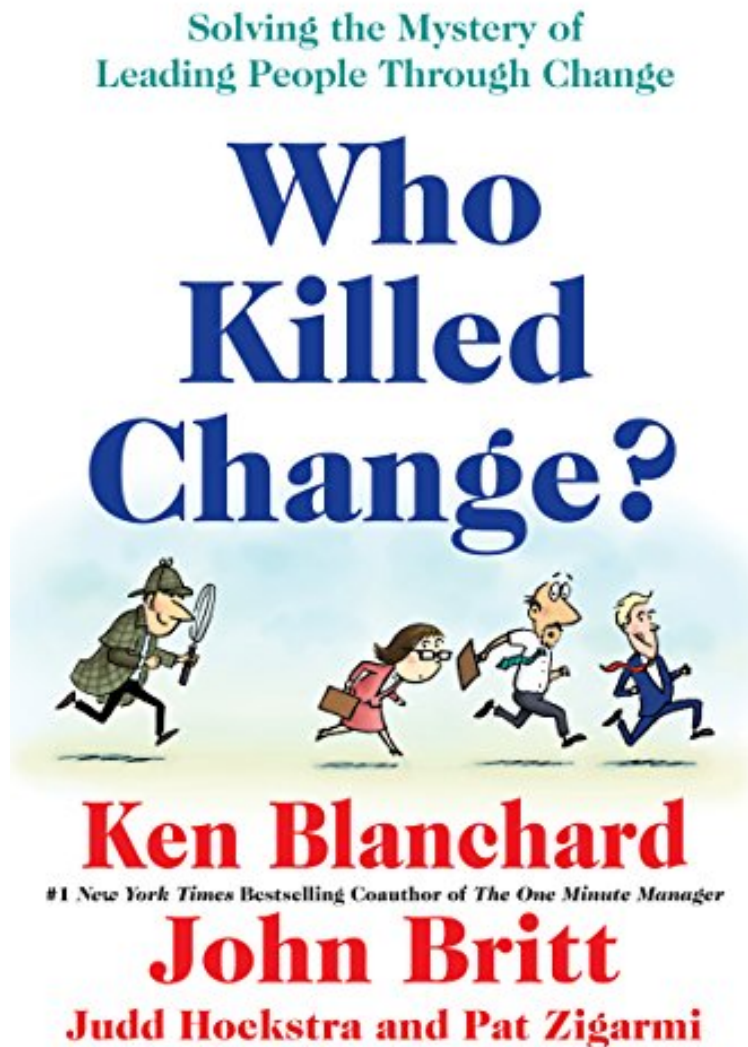


# Who Killed Change?: Solving the Mystery of Leading People Through Change

*Ken Blanchard*

*DOC | \*audiobook | ebooks | Download PDF | ePub*



[Download](#)

[Read Online](#)

#287494 in eBooks 2009-05-21 2009-05-26 File Name: B002AR2Q1W | File size: 74.Mb

**Ken Blanchard : Who Killed Change?: Solving the Mystery of Leading People Through Change** before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Who Killed Change?: Solving the Mystery of Leading People Through Change*:

0 of 0 people found the following review helpful. Lots of excellent food for thought. By J. D. Mosley-Matchett A short, but powerful analysis of the issues organizations face when trying to implement change. Unfortunately, I remain unconvinced of how to overcome some of the more troublesome issues, such as effective sponsorship and budgetary

shortfalls. 0 of 1 people found the following review helpful. **Who Killed Change Has a Lot to Say to Congregations!** By George Bullard If you like a simple story, a murder mystery no less, that teaches an important leadership lesson, then you may like **Who Killed Change?** by Ken Blanchard and a team of colleagues. Personally I always like the stories used by Blanchard to get his leadership points across although few, if any, are the foundation for a great screenplay. The core truth surrounding this story is that many people in organizations--even congregations--intentionally or unintentionally wound or kill change efforts. And, it starts at the top as often as its starts in the ranks of employees or members. The story of this book involves the questioning of 13 primary suspects in an organization to discover who killed Change. My favorite suspect is **Clair Communication**--and it is not because I live in South Carolina. It is because I see dysfunctional and/or controlling cultural patterns as the villain in too many congregations. A close second is **Clair Communication** since poor communication strategies and tactics often doom change efforts in congregations. That is why I focus so much on transition before change as the mantra of congregational change efforts I coach. The concluding truth in the book is worth noting: "Change can be successful only when the usual characters in an organization combine their unique talents and consistently involve others in initiating, implementing and sustaining change." [144] Like many Blanchard books it can be read in one evening, or in my case, one airplane flight. My only significant disappointment is that the book is written for people and organizations who do their work in a linear fashion. It is hopelessly left-brained. But, who am I to talk. All too often that is me also. I recommend this book to you. Read it, have your staff team read it, then engage in a couple of hours dialogue together about how the story and principles of this book are found in your congregation, denominational organization, or parachurch organization. Develop and take action on a short list of three to five things you are doing to do different as an organization in light of what you learn. George Bullard, The Columbia Partnership, [...], [GBullard@TheColumbiaPartnership.org](mailto:GBullard@TheColumbiaPartnership.org) 3 of 4 people found the following review helpful. **Vital Change Management Strategies to Implement Today** By LookingUp Having just moved into a new leadership role in a new non-profit sector, I was delighted to find "Who Killed Change," by one of my favorite authors, Ken Blanchard. The book is a concise "whodunit" type read...exposing the thirteen change killers in an organization. Easily read in two hours...clear implementation strategies. The mystery in a business setting takes a look at such culprits as: \*Culture of the firm \*Leadership commitment \*Absence of sponsorship and guidance \*Problems with the change leadership team \*Ineffective communication and dialogue \*Lack of urgency \*Lack of communication of an inspiring vision \*A plan w/o necessary operational details \*A tight budget leader w/o sense of vision \*Poor training \*Lack of achievable incentive plan \*Poor performance management \*Questionable accountability Thank Ken for a tool that provides useful checklists describing what change-assassinating behaviors to look for along with clear solutions I can implement today. A suggestion for you - take the mini-assessment to determine how ready your organization is for change at [...].

**Who Killed Change? Solving the Mystery of Leading People Through Change** Every day organizations around the world launch change initiatives--often big, expensive ones--designed to improve the status quo. Yet 50 to 70 percent of these change efforts fail. A few perish suddenly, but many die painful, protracted deaths that drain the organization's resources, energy and morale. **Who or What Is Killing Change?** That's what you'll find out in this witty whodunit. The story features a Columbo-style detective, Agent Mike McNally, who's investigating the murder of yet another change. One by one, Agent McNally interviews thirteen prime suspects, including a myopic leader named **Victoria Vision**; a chronically tardy manager named **Ernest Urgency**; an executive named **Clair Communication**, whose laryngitis makes communication all but impossible; and several other dubious characters. The suspects are sure to sound familiar and you're bound to relate them to your own workplace. In the end, Agent McNally solves the case in a way that will inspire you to become an effective Change Agent in your own organization. A step-by-step guide at the back of the book shows you how to apply the story's lessons to the real world. Key questions help you evaluate the health of your organization's change initiatives, and you'll learn best practices for enabling and sustaining the desired change.

**About the Author** Ken Blanchard is an international bestselling author and motivational speaker whose books, including **The One Minute Manager**, **The One Minute Entrepreneur**, and **Leading at a Higher Level**, have sold more than eighteen million copies in thirty languages. He lives in San Diego, California. **Judd Hoekstra** is a leadership and human performance author, consultant and speaker. In his day job, he serves as Vice President, Central Region at **The Ken Blanchard Companies**, a premier leadership training and coaching company. He is also a coauthor of the bestselling **Leading at a Higher Level** as well as **Crunch Time: How to Be Your Best When It Matters Most**. He received his bachelor's in business management and marketing from Cornell University, where he played hockey and baseball. He also graduated from the Advanced Business Management Program at Kellogg Graduate School of Management.