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Dr. Kotter offers a practical approach to an organized means of leading, not managing, change. He presents an eight-stage process of change with useful examples that show how to go about implementing it. Based on experience with numerous companies, his sound advice gets directly at the reasons why organizations fail to change reasons that concern primarily the leader.

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Leading Change by John P. Kotter Book review by Pat Naughtin Harvard-Professor John P. Kotter has been observing the process of change for 30 years. He believes that there are critical differences between change efforts that have been successful, and change efforts that have failed. What interests him is why some people are able to get their organizations to change dramatically while most

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Leading Change by John P Kotter

John Kotter, in his book Leading Change, cites globalization as a major force in driving change (Kotter, 1996, p. 10). Kotter takes the traditional differentiation of management versus leadership. Kotter has carefully chosen his title as Leading Change rather than managing change to provide a statement that leadership rather than management alone is needed to guide organizations through times of great change.

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Leading Change Why Transformation Efforts Fail

John P. Kotter is renowned for his work on leading organizational change. In 1995, when this article was first published, he had just completed a ten-year study of more than 100 companies that

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