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Assumptions About Reality; The Great Chain of Being; Four Cornerstones of the Industrial Mindset; Four Cornerstones of the Emerging Mindset; Comparing the Two Mindsets; The Ten Principles of Conscious Transformation; Applying These Principles; Summary; Section Three: A Process Orientation for Leading Transformation; 6. Conscious Process Thinking; Differentiating Among Uses of the Word "Process"; Our Definition of Process; The Different Levels of Process Three Thinking Orientations Tools of the Thinking Orientations; The Impact of Change Leadership Styles on Process Design and Facilitation; Summary; 7. Change Process Models; Change Process Methodologies; Change Frameworks vs. Change Process Models; The Change Process Model As a Thinking Discipline; Transformation As a Fullstream Process; The Nine-Phase Change Process Model; There Is No Cookbook for Transformation!; Comparing Your Experience with Other Change Models; Summary; Section Four: Conscious Transformational Leadership; 8. Developing Conscious Change Leaders The Evolution of the Leader's Role Arenas for Development; A Curriculum for Developing Conscious Change Leaders; Summary; 9. The Leadership Choice to Transform; Summary; Appendix: Development Arenas for Conscious Change Leaders; Bibliography; About the Authors; About the Editors; Index

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Sommario/riassunto

Transform your organization! To truly transform your organization, you must learn to transform your own mindset. Beyond Change Management-the only book specifically about the interaction of leadership style, mindset, and the change process-revolutionizes leaders' approach to transformational change. Shattering the myth that transformation can be managed, this book-part of the Practicing OD Series--offers you new directions and ways of thinking and behaving that are essential for successful change. Its unique approach brings organization development (OD) into the mainstream of leaders'

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