



The Pivot Point: Success in Organizational Change

By Victoria M. Grady

[Download now](#)

[Read Online](#) 

The Pivot Point: Success in Organizational Change By Victoria M. Grady

Resistance to change is a flawed description of the challenge that we all face as employees. The Pivot Point offers a unique perspective on organizational change and the nature of its impact on individual employees that is not new in its origin, but in its application. The problem with change is not necessarily the addition of a new, but the threatened loss of the existing---the removal of the support we ALL lean on to complete our daily work tasks.

 [Download The Pivot Point: Success in Organizational Change ...pdf](#)

 [Read Online The Pivot Point: Success in Organizational Chang ...pdf](#)

The Pivot Point: Success in Organizational Change

By Victoria M. Grady

The Pivot Point: Success in Organizational Change By Victoria M. Grady

Resistance to change is a flawed description of the challenge that we all face as employees. The Pivot Point offers a unique perspective on organizational change and the nature of its impact on individual employees that is not new in its origin, but in its application. The problem with change is not necessarily the addition of a new, but the threatened loss of the existing---the removal of the support we ALL lean on to complete our daily work tasks.

The Pivot Point: Success in Organizational Change By Victoria M. Grady Bibliography

- Rank: #1331890 in eBooks
- Published on: 2012-06-01
- Released on: 2012-06-01
- Format: Kindle eBook



[Download The Pivot Point: Success in Organizational Change ...pdf](#)



[Read Online The Pivot Point: Success in Organizational Chang ...pdf](#)

Download and Read Free Online The Pivot Point: Success in Organizational Change By Victoria M. Grady

Editorial Review

Review

Drs. Grady have written the playbook for understanding how change truly impacts an organization - and why employees react the way they do. Their take is not only smart and timely, it's essential for understanding and navigating the upheaval of business life.

-Jim VandeHei, Executive Editor and Co-Founder, POLITICO

About the Author

Dr. Victoria M. Grady (Jr.) completed her doctoral studies at The George Washington University in May 2005. Her dissertation resulted in the development of the Model of an Organizational Loss of Effectiveness (LOE) which describes loss of stability inherent within organizations during the implementation of change initiatives and the tendency of employees, often subconsciously, to disrupt their organization's attempts to introduce a change.

She is currently an Assistant Professorial Lecturer in the Department of Organizational Science and Communications within the Columbian School of Arts and Sciences at The George Washington University.

Dr. James D. Grady (Sr.) has practiced Oral and Maxillofacial Surgery in Auburn/Opelika, Alabama since completing his residency at the University of North Carolina at Chapel Hill in 1974. He and his daughter have worked together extensively over the past 7 years to extend the original Model of Organizational Loss of Effectiveness and to develop a validated LOE Index to quantitatively measure and track the nature and intensity of employee reaction to organizational change initiatives.

Drs. Grady are often asked to consult with internal or external change agents on issues of planning, implementing, and modifying employee reactions to change. They speak frequently at various industry conferences, and have authored professional publications on change and related subjects both in the United States and Abroad.

Users Review

From reader reviews:

John Judge:

In this 21st millennium, people become competitive in every single way. By being competitive now, people have do something to make these individuals survives, being in the middle of often the crowded place and notice by surrounding. One thing that often many people have underestimated the item for a while is reading. Sure, by reading a book your ability to survive enhance then having chance to endure than other is high. For yourself who want to start reading some sort of book, we give you that The Pivot Point: Success in Organizational Change book as nice and daily reading reserve. Why, because this book is greater than just a book.

Alice Smith:

The book untitled The Pivot Point: Success in Organizational Change is the guide that recommended to you to learn. You can see the quality of the e-book content that will be shown to anyone. The language that publisher use to explained their way of doing something is easily to understand. The copy writer was did a lot of study when write the book, and so the information that they share for your requirements is absolutely accurate. You also can get the e-book of The Pivot Point: Success in Organizational Change from the publisher to make you far more enjoy free time.

Manuel Pina:

This The Pivot Point: Success in Organizational Change is brand-new way for you who has curiosity to look for some information as it relief your hunger associated with. Getting deeper you in it getting knowledge more you know or you who still having bit of digest in reading this The Pivot Point: Success in Organizational Change can be the light food to suit your needs because the information inside this kind of book is easy to get by means of anyone. These books create itself in the form that is certainly reachable by anyone, sure I mean in the e-book contact form. People who think that in publication form make them feel tired even dizzy this guide is the answer. So you cannot find any in reading a guide especially this one. You can find actually looking for. It should be here for you. So , don't miss it! Just read this e-book sort for your better life in addition to knowledge.

Mark Brainerd:

As a scholar exactly feel bored for you to reading. If their teacher inquired them to go to the library in order to make summary for some publication, they are complained. Just very little students that has reading's soul or real their leisure activity. They just do what the instructor want, like asked to the library. They go to there but nothing reading really. Any students feel that studying is not important, boring along with can't see colorful pics on there. Yeah, it is for being complicated. Book is very important for yourself. As we know that on this time, many ways to get whatever we would like. Likewise word says, ways to reach Chinese's country. Therefore , this The Pivot Point: Success in Organizational Change can make you sense more interested to read.

Download and Read Online The Pivot Point: Success in Organizational Change By Victoria M. Grady #OF5ZNWE7K30

Read The Pivot Point: Success in Organizational Change By Victoria M. Grady for online ebook

The Pivot Point: Success in Organizational Change By Victoria M. Grady Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read The Pivot Point: Success in Organizational Change By Victoria M. Grady books to read online.

Online The Pivot Point: Success in Organizational Change By Victoria M. Grady ebook PDF download

The Pivot Point: Success in Organizational Change By Victoria M. Grady Doc

The Pivot Point: Success in Organizational Change By Victoria M. Grady MobiPocket

The Pivot Point: Success in Organizational Change By Victoria M. Grady EPub