



# The Pivot Point: Success in Organizational Change

By Victoria M. Grady

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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.

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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

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## **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**

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