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exhaustion, loyalty, paranoia, optimism, rage, and revelation--not quite the kind of emotions
that are anticipated or discussed when leaders embark on organizational change, but exactly
the kind to expect, says Jeanie Daniel Duck in her treatise on the human element of growth.

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Fear, curiosity, exhaustion, loyalty, paranoia, optimism, rage, and revelation--not quite the kind of emotions that are anticipated or discussed when leaders embark on organizational change, but exactly the kind to expect, says Jeanie Daniel Duck in her treatise on the human element of growth. The Change Monster examines how to effectively plan for, address, and manage the least predictable and perhaps the most important aspect of a successful transformation.

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My Experience with the Monster. I have come to know and understand the change monster—my term for all the human issues that swirl around change—both personally and professionally. As a senior vice president with The Boston Consulting Group (BCG), I've been involved with many companies going through major change.

Change Monster: The Human Forces That Fuel or Foil ...

The Change Monster is the first book on the central issue that blows so many change efforts out of the water: the human interactions and emotional dynamics of the people involved. It is also an unusual book about business, one written from the heart as well as the head.

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The Change Monster: The Human Forces that Fuel or Foil Corporate Transformation and Change Paperback — Illustrated, August 13, 2002 by Jeanie Daniel Duck (Author)

The Change Monster: The Human Forces that Fuel or Foil ...

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The Change Monster. The Human Forces that Fuel or Foil ...

Reviewed in the United Kingdom on 12 July 2008. The author uses the term "change monster" in her book to refer to all the complex human emotions and social dynamics that emerge during major change efforts. Many managers she says, simplify or ignore the people issue of change, a sure prescription for failure.

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The Change Monster is a look at how to effectively plan for, address and manage the least

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predictable and perhaps the most important aspect of a successful change in organisation. Jeanie Daniel Duck's treatise on the human element of growth looks at fear, curiosity, exhaustion, loyalty, paranoia, optimism, rage and revelation as the typical emotions that are encountered when leaders embark on ...

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About The Change Monster. A brilliant, original, and powerful look at corporate change—mergers, reorganizations, transformations—and why it succeeds or fails. The Change Monster is the first book on the central issue that blows so many change efforts out of the water: the human interactions and emotional dynamics of the people involved. It is also an unusual book about business, one written from the heart as well as the head.

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In *The Change Monster*, Ms. Duck addresses the communication issues directly, the one-sided view of who should benefit indirectly, and pays not enough attention to what the idea for change should be. The book opens with the perspective of organizations that have to change . . . or else because they have just been taken over, taken someone else over, or won't be around if they don't change.

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