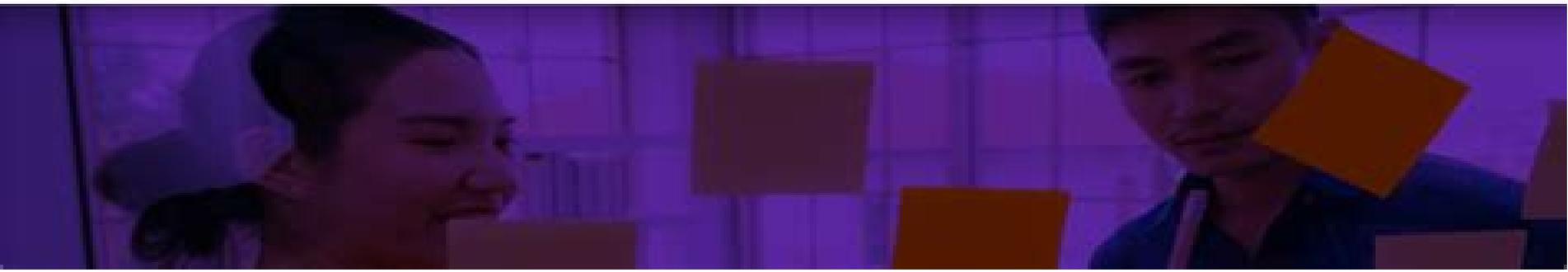


true
change



True Change

Sydney George Fisher



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True Change Janice A. Klein, 2004-10-06 Drawing on her own long term research and extensive work experience Janice Klein reveals how the power of people insiders who are able to see problems from outsiders perspective approach pulling change and system support infrastructure combine to turn new ideas and concepts into institutionalized practices In particular certain people inside organizations outsiders on the inside are key to driving innovation adaptation and real change Using examples from leading companies in MIT's Leaders for Manufacturing LFM and System Design and Management SDM Partnership such as Boeing Intel Motorola Alcoa Ford Kodak and others she shows how employees at all levels can learn how to become an outsider on the inside and be in the right place at the right time to discover opportunities to pull into their organization Throughout we grow to understand the perspectives of numerous outsiders on the inside by hearing their voices and observing their actions The strategy Klein provides is relevant for any company that hopes to build a change capability rather than attempt only to manage change

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