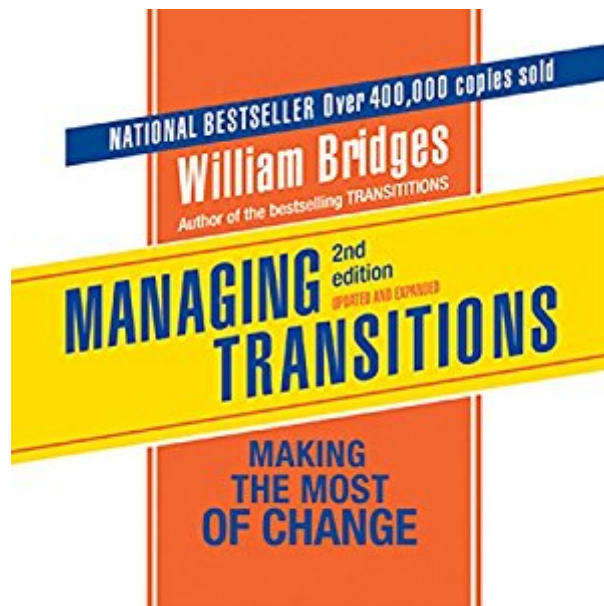




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# Managing Transitions: Making The Most Of The Change



## Synopsis

The business world is a place of constant change, with stories of corporate mergers, layoffs, bankruptcy, and restructuring hitting the news every day. Yet as veteran consultant William Bridges maintains, the situational changes are not as difficult for companies to make as the psychological transitions. In the best-selling *Managing Transitions*, Bridges provides a clear understanding of what change does to employees and what employees in transition can do to an organization. Directed at managers and employees in today's corporations, Bridges shows how to minimize the distress and disruptions caused by change. *Managing Transitions* addresses the fact that it is people who have to carry out the change. When the book was originally published a decade ago, Bridges was the first to provide any real sense of the emotional impact of change and what can be done to keep it from disrupting the entire organization. With new information and commentary on layoffs, corporate suspicion, and the increasing tumult in the business world, *Managing Transitions* remains the definitive guide to dealing with change. --This text refers to an out of print or unavailable edition of this title.

## Book Information

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## Customer Reviews

If you are getting ready to go through a major reorganization, software change, or other change where your employees will have to learn new ways of doing things, you should read this book. It has great concrete ideas for helping you through each stage of the change. I bought copies for all my managers as we were getting ready to change organizational structure and IT systems. It was just what we needed to make these changes successfully.

An invaluable book about managing transitions. Bridges has written a ton of books on transitions and management. This book is a great book on the subject. It walks readers through the stages of transition that begins with the ending of something and end with the beginning of something new. Sound confusing? Bridges makes it sound simple. This book has amazing examples and case studies that really helps the reader to understand what the author is driving at. This is .a must read for any leader about to take an organization through a change or transition

Purchased this book for a class in my Human Resources Masters program and it's excellent. Will definitely be keeping this book at work, it's great for real life situations.

Working with a non profit in transition, I came across this book. It gave me words for what I was observing in many around me, and then action steps for how to calm the anxiety that was forming in hearts as one change seemed to come after another. Because it deals with human reactions to change and transition, it applies in many settings beyond business. Plus there are insightful directives for leaders who are aware of change coming long before others and already had time to process it personally. The author reminds those leaders to walk patiently with the people they lead as the people need to walk through the internal emotional/intellectual process and cannot immediately "jump on board" for all things new! The author has practical points for speeding up that process so the whole team stays in synch.

I am in the middle of a career transition. I have felt a great deal of confusion since I realized this transition was inevitable. After talking with an enlightened friend with corporate training experience, he recommended this book. Mr. Bridges descriptions of the the three phases (paraphrased as loss and letting go, the neutral zone, and the new beginnings) helped crystalize what takes place during transitions and how to best view them with an objective point of view. Although the book itself hasn't decreased the difficulty involved with the transition itself, it has helped me gain a better understanding of the transition process and how to best manage it.

This book is a bore to read...sorry Mr Bridges...but OMG....I could barely read two chapters without giving up

This book helped me understand the ways that people in my organization experience change, and

also helped me become more perceptive to change. There are a lot of things that happen in our organization that I didn't really notice as significant changes, but this book helped me realize how deeply those changes can be felt, and how important it is to manage the transitions well lest the difficulty of staff in making the transition undermines the potential of the change to greatly benefit the company. Very well written, with lots of good advice. Not too long, and every piece is useful. Plus, the check lists at the end of each chapter help recap and make the advice concrete.

Good materials provided.

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