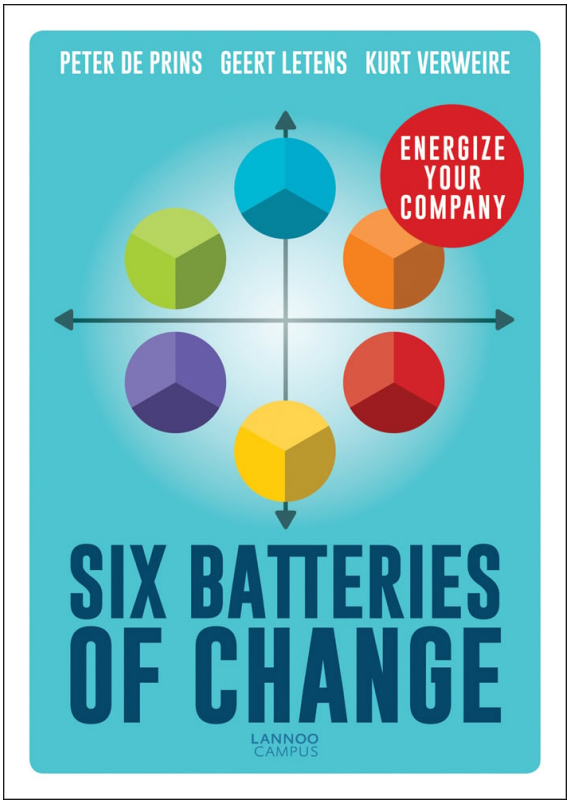
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Six Batteries of Change

Energize Your Company

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ISBN	9789401447263
Publisher	Lannoo Publishers
Binding	Digital download
Territory	USA & Canada
Pages	280 Pages
Illustrations	color, b&w
Price	$34.99

- Innovative and integrative model, based on cross-disciplinary research at Vlerick Business School and the Belgian Royal Military School (Koninklijke Militaire School) (RMS / KMS)
- Combines insights from leadership, strategy, operations management, cultural and people management in one simple model
- Toolkits and quick scans available to apply the theory to your own organisation
- Academically grounded and practically relevant
- Contains many examples of how to tackle a company-wide transformation in practice

Managing change has become an increasingly critical capability for today's turbulent and disruptive environment. Nevertheless, research indicates that failure rates of change initiatives remain high. In *Six Batteries of Change*, the authors propose a new model and a measurement tool that help managers to deal with this challenging topic in a more effective way. The model and the tool track to what extent your organization possesses the energy to successfully complete your change programs. The book identifies six batteries of change that organizations and managers need to charge for change to become effective, and offers insights in how to charge each of the six batteries. The role of a change manager is to ensure that all six batteries are charged, in order to generate the amount of energy necessary in successfully completing change. If the batteries of change remain empty, the success rate of the change will be limited. *Six Batteries of Change* shows managers how to develop transformation competencies by creating a more energized organization capable of dealing with faster and more complex change. The book presents new frameworks and uses numerous cases to illustrate what this approach is all about in practice.

Kurt Verweire obtained his PhD at Erasmus University Rotterdam in 1999. He is Associate Professor Strategic Management and Partner at Vlerick Business School. He is also Programme Director of the MBA-FSI programme, a general management programme that is entirely focused on the financial services industry. His research interests include formulating and implementing winning business strategies, performance management and change management, and corporate strategy. Current research projects address how firms have to position themselves in the market, and how to create alignment and commitment within the organisation. Many of his research projects deal with financial services organisations. Peter De Prins is Professor in Management Practice, focusing on change management, leadership and coaching in Vlerick Business School's open and company-specific programmes. Since 2010, he serves as director at the Vlerick Centre of Excellence in Leadership and Coaching. Peter has fulfilled management positions in several consulting and training companies. After starting his own company 2ThePoint, which focuses on consultancy, coaching and management, he served as managing director of consulting and training company Linkpower. Next to his Vlerick assignment, he remains managing partner of 2ThePoint. Geert Letens is research fellow at Vlerick Business School. He holds a PhD in Applied Economic Sciences from Ghent University and a PhD in Social and Military Sciences from the Royal Military Academy. Geert has provided training and consulting services to several Fortune Global 500 companies for more than 10 years. He is a visiting research professor in the Grado Department of Industrial and Systems Engineering at Virginia Tech in the US, collaborating with the Enterprise Engineering Research Lab. His research interests include organizational development and change, performance management, product development, project management, and crisis and disaster management. His work has been published in several international peer-reviewed journals.

Published 28th Feb 2018