



Change Without Pain: How Managers Can Overcome Initiative Overload, Organizational Chaos, and Employee Burnout

Eric Abrahamson

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The author provides a refreshingly non-revolutionary approach to change based on ten years of research that shows how transitions can be effective, cost-efficient, and painless. In this powerful and refreshing book, he outlines a positive new approach to change called "creative recombination." Rather than obliterating and then reinventing anew - the change approach advocated by most gurus and "experts" over the last twenty years - creative recombination seeks sustainable, repeatable transformation by using the firm's existing resources more wisely. Abrahamson identifies five key elements that every company has - people, structures, culture, processes, and networks - and offers a broad toolkit of techniques for recombining, reusing, and redeploying these resources to achieve smoother, more cost-efficient, less painful organizational change.

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