



Leading Change that Matters: Making Adoption a Reality

By Dr Nancy Harkrider, Mr Kim Leng Tan

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Leading Change That Matters is for leaders who have the courage to change. It delivers on its promise to show you how to step into the winner's circle by leading a critical transformation in your organization.

The concepts are strategic, practical, tested and customizable, based on two decades of client engagements in Asia, Africa and the Middle East -- most recently in the Americas. The Adaptive Path Framework makes people-centric adoption not just possible, but highly attainable.

It is no accident that their framework is well positioned to deal effectively with whatever the future tosses your way. It is ultimately about being prepared to navigate chaotic, unplanned change by first embarking on a high stakes planned shift in how your organization operates.

The authors are seasoned, global practitioners. They know when to facilitate and when to intervene so that your emerging skills support you in leading change that gets the right things accomplished. Sustainable change happens as you convert stakeholders from the uncommitted to active adopters.

The foundation of the authors' philosophy is that if you win the hearts and minds of your people, they will, in turn; embrace future change and "lead from the front." This is the ultimate goal of change management.

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Editorial Review

About the Author

The authors see their work and this book as giving back to a world in which sustainable change is the only viable way forward.

When they met in the 90s, Dr. Harkrider was completing her doctorate in Singapore and Tan Kim Leng was an emerging Asian leader in the change management field. They recognized kindred spirits in each other, cementing a partnership that is flourishing into its second decade; most of it spent half a world apart. The authors believe so strongly in the power of the Adaptive Path Framework that sharing it with others became a mandate they could not ignore.

Nancy's background and philosophy are foundational to her belief that sustainable change must always be grounded in experiential learning that empowers performance-based adoption. A global citizen, she has relished living abroad, including a decade in Singapore where she was the first American awarded a PhD in instructional technology from Nanyang Technological University. Executives and senior managers in North America, SE Asia and, most recently, Africa have benefited from her expertise in facilitating creativity, collaboration and vision planning, all essential to leading change that matters.

As the Managing Director of KDi Asia, Kim Leng oversees the business development and operations of the Singapore-based consultancy. He has more than 20 years of consulting and training experience and has led many consulting engagements in the area of e-Government, strategic ICT management, strategic planning, process management, and knowledge management all based on his Adaptive Path Framework. He has consulted widely for Singapore organizations in both the public and private sectors. International experience includes Tanzania, Oman, Brunei, Vietnam, Cambodia, Malaysia, Philippines, Mauritius and the Bahamas.

For more detailed author profiles, see KDi Asia's website.

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