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Implementing Positive Organizational Change
Author: Gina Abudi
Book Review
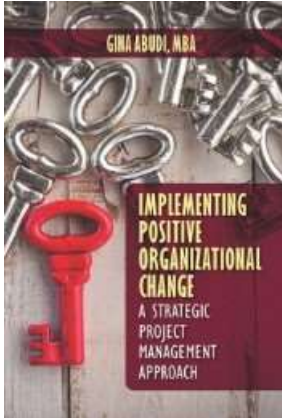Reviewer: Laura Basurto

PM WORLD BOOK REVIEW

Book Title: ***Implementing Positive Organizational Change:***

A Strategic Project Management Approach

Author: **Gina Abudi**, MBA

Publisher: J.Ross Publishing

List Price: $54.95   Format: hard cover, 264 pages

Publication Date: 2017   ISBN – 13: 978-1-60427-133-1

Reviewer: **Laura P Basurto, PMP**

Review Date: June 2017

Introduction

Implementing Positive Organizational Change: A Strategic Project Management Approach is a must-read for anyone wanting to implement a change in an organization. It provides you with everything you need to be successful: analyzing the psychology of change and the impact on employees, how to properly engage employees and the (feasible) tools and techniques to do it.

Ms Abudi provides just the right balance of practical, theoretical and real-world experiences to keep the reader engaged and empowered to implement change.

I just participated in a merger between two healthcare systems, and wish I had read this book first as it would have been very helpful during our integration process.

Overview of Book's Structure

This book has a very organized approach to teaching the reader about implementing change in an organization.

I appreciated how the Introduction gave a brief overview of all the chapters so I could anticipate what I would be learning in each one.

Overall, the flow of the book is very engaging. The author gave excellent and pertinent examples of real-life scenarios and also provided templates, checklists, etc. to aid with facilitating change, which are available online. This book is both theoretical and practical, and presented in a very balanced and methodical way.

Highlights

These key points/concepts were most interesting and helpful to me:

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- 80% of employees accept change when their influential non-leaders do.
- Sample checklists and templates for one to employ in the workplace.
- Management needs to manage employee concerns on change to prevent failure.
- The stages of adapting to change (Chapter 2).
- Importance of Lessons Learned and to continue monitoring the change.
- When communicating change, it is imperative that the Vision be shared first and continually.
- Change must be aligned to the culture.

Highlights: What I liked!

The entire book, but these are the highlights:

- Like the use of the word "transformation" versus "change" as change can sometimes indicate that something is bad or wrong.

- Advice is very practical to use and employ in the "real world". For example, in Figure 2.4, it shows the four-step process for engaging others in change, and then in Table 2.5 it tells you *how*.

- Appreciate the necessary communications to employees' checklist in Chapter 1.

- Developing a Stakeholder Communications Committee.

- Don't get complacent about change; importance of being proactive versus reactive.

- Importance of being honest about the change to employees. For change to be successful, the employees must be able to trust you.

- Chapter 5 focusing on the importance and value of people, the importance of a stakeholder analysis, identifying Champions, Resisters and Indifferents, understanding the culture and generational boundaries and generating a team profile. This all contributes to the creation of the People Change Management Plan in Chapter 7.

Who might benefit from the Book?

This is a go-to book for anyone looking to implement change in their organization. It employs practical and feasible tasks to accomplish the end goal.

A blueprint for implementing any kind of change or transformation at an organization.

Determine whether or not your organization is ready for change and how to make it so that they are. "Organizations will fail at change when they haven't created a desire for change within the organization." This book will help you with preparing an organization to promote, accept and embrace change.

I recommend the reader take notes for each chapter, and record location (in book) of certain concepts, templates, tools, etc. This will be useful when you have the opportunity to implement a new change.

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Conclusion

I think that this book points out, which we all witness in the workplace, is that the biggest reason for failure of a change is because management doesn't involve the people actually impacted the most. I have been in environments where the change was implemented forcefully.

Obtaining team buy-in and participation is key to a successful change, and Ms Abudi gives you the knowledge, skills, techniques and tools in which to do it.

For more about this book, go to: http://www.jrosspub.com/implementing-positive-organizational-change.html

Editor's note: This book review was the result of a partnership between the publisher, PM World and the PMI Dallas Chapter. Authors and publishers provide the books to PM World; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members to review; book reviews are published in the PM World Journal and PM World Library. PMI Dallas Chapter members can keep the books as well as claim PDUs for PMP recertification when their reviews are published. Chapter members are generally mid-career professionals, the audience for most project management books. If you are an author or publisher of a project management-related book, and would like the book reviewed through this program, please contact editor@pmworldjournal.net.

About the Reviewer

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Laura Basurto has worked in Project, Program and Product Management for the past 17 years in IT, both in the United States and internationally, namely in the telecommunications, computer and healthcare industries. She holds a BA in Business Administration from Austin College and an MBA in Telecommunications Management from the University of Dallas, Texas, USA.

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