



Lean Change Managment: Innovative Practices For Managing Organizational Change

Jason Little

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This book will help you implement successful change and **bypass change resistance by co-creating change**. The book will do that through examples of how innovative practices can dramatically improve the success of change programs. These practices combine ideas from the Agile, Lean Startup, change management, organizational development and psychology communities. This book will change how you think about change. In this book we will cover:

- Why does change resistance emerge and what you should NOT do about it. And of course, how to harness that human reaction to the benefit of all involved in the change process.
- Step-by-step descriptions of how we combined ideas from many change methods and frameworks to develop a customized change management process that was right for The Commission.
- How you can customize your own change program just like we did at The Commission.
- How you can involve the people affected in the change in the design of that change. Directly contributing to the success of the change program.

A newly appointed CIO had shaken the place up with some big changes, including a transition away from traditional management practices and towards Agile practices. How to implement these modern approaches to management in a very traditional organization? A new approach to change was needed. Lean Change Management was needed. This book describes how myself and team of change agents helped The Commission transform from an old-school public sector to a modern Agile organization. Was it easy? Of course not. But it was possible because of the innovative practices for Change Management that I describe in this book.

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