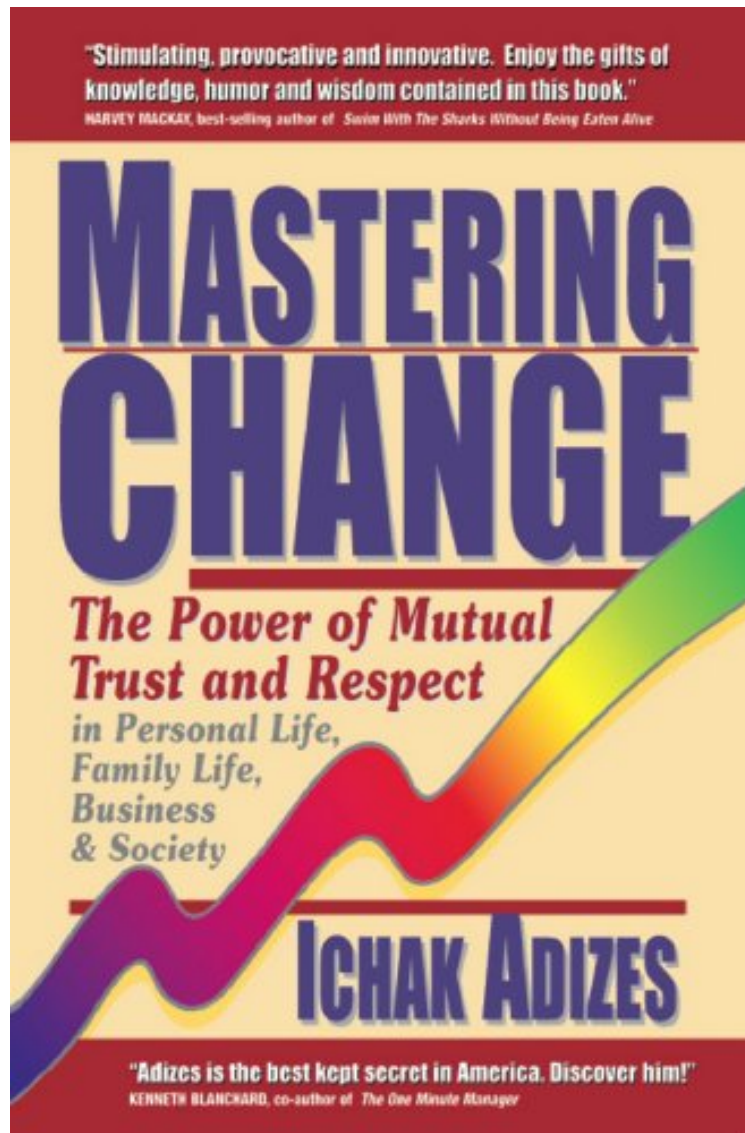


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Mastering Change (The Power of Mutual Trust and Respect)

Ichak Adizes Ph.D.

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Ichak Adizes Ph.D. : Mastering Change (The Power of Mutual Trust and Respect) before purchasing it in order to gage whether or not it would be worth my time, and all praised Mastering Change (The Power of Mutual Trust and Respect):

7 of 7 people found the following review helpful. Easy to Read and Insightful By Greeny Published in 1992 and written by a sort of genius, Mastering Change is an insightful book. There isn't much of anything in the way of research to back up the truisms, viewpoints and models of its author, Ichak Adizes. He simply wrote what he understood from his own observation. The author was concerned with the development of trust and respect in the workplace. He discusses the ways in which we can assess how our own behavior affects others and what we can do about it. The goal is for

people to be able to work together, departments to work together and the whole organization to operate as a team. Adizes introduced his PAEI model in this book. That stands for four roles: Producer; Administrator; Entrepreneur and Integrator. The model holds that nobody can perform these roles simultaneously because they're incompatible in that regard. Because of this, conflict is inescapable and can be beneficial if managed through each participant taking responsibility for how their behavior affects others. An excellent book that provides solid research on how an individual can create positive change in an organization is *Reframing Change: Reframing Change: How to Deal with Workplace Dynamics, Influence Others, and Bring People Together to Initiate Positive Change*. 0 of 0 people found the following review helpful. Better, faster, more useful and much less expensive than an MBA. By D. W. Francis. This is one of those "I wish I'd read this sooner" books. If you are feeling frustrated, at work or at home, with the quality of your relationships and level of your effectiveness get this book. Read one chapter a day, and sleep on it. In two weeks you'll have a new view of things and some very useful tools to work with. Chapters 1 thru 10 lay the foundation. Chapters 11 thru 14 pull it all together and provide some concrete steps to start the process of your process of unravelling the complexity and clarifying the ambiguity of your marriage, office politics, and global conflict. The chapters are fairly short. Most can be read in less than half an hour. The conversational style may be a bit frustrating if you are an (E) type, but trust me, it will be worth it. If you are a committed atheist Adizes' references to spiritual matters may put you off, but don't let that stop you. The underlying principles about how humans act and interact are true regardless of your beliefs about cosmic consciousnesses. 1 of 1 people found the following review helpful. Can you identify your management style? By Julia Adizes is a genius. This is an introduction to a complex model for managing organizations of any size, but it's written in a conversational manner that's easy to follow. Most valuable to me was the identification of roles, including dysfunctional roles. You'll find your worst bosses in there - and maybe yourself. The solution is simple - but not necessarily easy. However, once you've read this, you'll never look at your organization or your coworkers the same way, again. And that's a good thing.

This book, written in a conversational format with easy-to-understand graphics, presents a tested method for mastering change, whether in personal life, family life, business or society. In short chapters that are profound, yet easy to follow, Dr. Adizes conveys his method of understanding the dynamics of change. *Mastering Change* addresses many issues which are critical to our future, both individually and collectively: what to do about change; why conflict is necessary; how to engage in conflict constructively; how to communicate with others whose style is different from your own; how to make quality decisions; how to convert committee work into teamwork; what are the sources of efficiency and effectiveness; how to recognize mismanagement styles; how to predict whether decisions will be implemented; how to create mutual trust and respect; capi, the key to mastering change.