



The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive

By Michael Fullan

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From bestselling author Michael Fullan, wisdom for thriving in today's complex environment

Successful organizations adjust quickly and intelligently to shifts in consumer tastes, political climate, and economic opportunity. How do they do it? *The Six Secrets of Change* explores essential lessons for business and public sector leaders for thriving in today's complex environment. Fullan draws on his acclaimed work in bringing about large-scale and substantial change in education reform in both public school systems and universities, as well as engaging in major change initiatives internationally. This book is filled with lessons that are insightful, actionable, and concisely communicable.

"Fullan has an uncanny ability to produce what is needed at the time it is needed. The six secrets are based in theory, grounded in practice, powerful in their relationship to each other, and described in ways that enable deep understanding. It is a refreshing change from the surface lists of leadership and change ideas that all too often permeate education and business literature." —Vicki Phillips, director of education, Bill & Melinda Gates Foundation

- Includes so-called leadership "secrets" that are decoded to be accessible and useful
- Offers illustrative examples from a variety of businesses, health organizations, and public education systems
- Lays out the six factors to organizational success: collegiality, long-range plans allow for the unknown, nurture employees, learning, leadership at all levels, and positive pressure must be inescapable
- Michael Fullan is the author of the acclaimed best-seller *Leading in a Culture of Change*

Fullan convinces us that a leader who attends to all six key factors will have an organization that is constantly learning, growing, and thriving.

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Editorial Review

From Publishers Weekly

Fullan (*Leading in a Culture of Change*) argues that the world is too complex for any theory to possess unassailable certainty, and leaders should shy away from relying on a single blueprint for success. Instead, good leaders should use theories of action to guide their decisions, but remain open to new data that may direct further action. Fullan advocates adopting theories that travel—practical insights that travel across sectors, geography and culturally diverse situations and point to actions likely to be effective given the circumstances. To help managers navigate change, Fullan share six secrets designed to help with large-scale reform: Love Your Employees, Connect Peers with Purpose, Capacity Building Prevails, Learning Is the Work, Transparency Rules and Systems Learn, and provides guidelines for making these secrets work. Although the six secrets are hardly radically new ideas and are presented as a bit of a panacea, Fullan's practical guide is a lucid and encouraging book, likely to appeal to and assist managers at all levels. (May) Copyright © Reed Business Information, a division of Reed Elsevier Inc. All rights reserved.

Review

"Fullan's practical guide is a lucid and encouraging book, likely to appeal to and assist managers at all levels." (*Publisher's Weekly*, 03/20/08)

Fullan (*Leading in a Culture of Change*) argues that the world is too complex for any theory to possess unassailable certainty, and leaders should shy away from relying on a single blueprint for success. Instead, good leaders should use theories of action to guide their decisions, but remain open to new data that may direct further action. Fullan advocates adopting "theories that travel"—practical insights that travel across sectors, geography and culturally diverse situations and point to actions likely to be effective given the circumstances. To help managers navigate change, Fullan shares six secrets designed to help with large-scale reform: "Love Your Employees," "Connect Peers with Purpose," "Capacity Building Prevails," "Learning Is the Work," "Transparency Rules" and "Systems Learn," and provides guidelines for making these secrets work. Although the six secrets are hardly radically new ideas and are presented as a bit of panacea, Fullan's practical guide is a lucid and encouraging book, likely to appeal to and assist managers at all levels. (May.) (*Publishers Weekly*, March 17, 2008)

From the Inside Flap

The Six Secrets of Change

It is commonly acknowledged that successful organizations adjust quickly and intelligently to shifts in consumer tastes, political climate, and economic opportunity. But how are some able to succeed at change while so many others fail? In *The Six Secrets of Change*, Michael Fullan lays out key factors that allow an organization to sustain meaningful change.

In this book Fullan explores essential lessons for business and public sector leaders for surviving and thriving in today's complex environment. He draws on his acclaimed work in bringing about large-scale and substantial change in education reform in both public school systems and universities, as well as engaging in major change initiatives internationally. *The Six Secrets of Change* is filled with lessons that are insightful, actionable, and concisely communicable. These lessons are "secrets" not because there is a conspiracy to hide them from public view, but because they are often difficult to grasp in their deep meaning, and

challenging to appreciate and act on in combination. Fullan makes these so-called secrets accessible and useful and offers illustrative examples from a variety of businesses, health organizations, and public education systems.

The author reveals what it takes to increase the chances of bringing about deep and lasting change and shows how misleading and dangerous it sometimes is to take advice from seemingly successful organizations. His secrets are simple but profound: Collegiality cannot be left to chance—it must be deliberately cultivated. Long-range plans must allow for the possibility of unknown opportunities. Employees must be developed and nurtured. Learning opportunities must be offered frequently. Leadership potential must be developed at all levels. And positive pressure must be inescapable. Fullan convinces us that a leader who attends to all these things will have an organization that is constantly learning, growing, and thriving.

Users Review

From reader reviews:

Thomas Britton:

Information is provisions for those to get better life, information today can get by anyone at everywhere. The information can be a know-how or any news even an issue. What people must be consider if those information which is inside the former life are challenging be find than now's taking seriously which one is suitable to believe or which one the particular resource are convinced. If you get the unstable resource then you buy it as your main information there will be huge disadvantage for you. All those possibilities will not happen inside you if you take The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive as the daily resource information.

Edward Capps:

The guide with title The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive possesses a lot of information that you can understand it. You can get a lot of profit after read this book. This kind of book exist new knowledge the information that exist in this publication represented the condition of the world at this point. That is important to you to be aware of how the improvement of the world. This kind of book will bring you inside new era of the the positive effect. You can read the e-book on the smart phone, so you can read it anywhere you want.

Kate Sutton:

A lot of people always spent their own free time to vacation or perhaps go to the outside with them family or their friend. Are you aware? Many a lot of people spent that they free time just watching TV, or even playing video games all day long. If you wish to try to find a new activity here is look different you can read a new book. It is really fun in your case. If you enjoy the book that you read you can spent all day long to reading a book. The book The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive it is very good to read. There are a lot of people who recommended this book. These folks were enjoying reading this book. When you did not have enough space to bring this book you can buy the particular e-book. You can more quickly to read this book from your smart phone. The price is not to cover but this book features high quality.

Eva Solares:

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