



The Change Cycle: How People Can Survive and Thrive in Organizational Change

Ann Salerno, Lillie Brock

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However necessary, organizational change is likely to be angst ridden and frustrating to the workforce. The Change Cycle will help readers to more resourcefully cope with change at work by helping them understand and predict their behavior and the behavior of others. Authors Salerno and Brock teach readers about six predictable and sequential stages that accompany any sort of change. This model is firmly grounded in recent discoveries in social psychology and cognitive neuroscience, but is presented in a straightforward, conversational style peppered with humor. Salerno and Brock describe how we think, feel and act during each stage, utilizing stories of common work/life transitions and how organizations have successfully dealt with the challenges accompanying the stages. They offer tools and success strategies needed for individuals at all levels, helping them understand what they ought to expect, from themselves and others, as they move through each stage of The Change Cycle.

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