



**THE EIGHT
CONSTANTS
OF CHANGE**

**What Leaders Need to Know
to Drive Change and Win**

STACY AARON & KATE NELSON

The Eight Constants of Change

What Leaders Need to Know to Drive Change and Win

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INTRODUCTION

Change is constant for today's organizations. But change is hard.

We knew that writing a book about organizational change – change that makes a difference in the way companies work – would be an ambitious undertaking. But when change is successful, it becomes the lifeblood of the organization. However, from our experience helping hundreds of organizations effectively change, we know change can fail miserably.

If organizations want to make effective change, they need to recognize and deal with the eight constants, the eight undeniable truths about change. In achieving any type of change, these eight constants can't be avoided, but we can work with them, mitigate their impact and use them to our advantage.

In this book, we have identified the eight critical constants for leaders to understand and address in order to create successful change.

The chapters that follow stress the need to focus organizational change efforts on the people within the organization, to actively lead change and to harness the power of authentic communications and relationships to fuel successful change.

We hope you find this book useful in your efforts to make transformational change occur within your own organization.