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outlining an eight-step
program for

organizational change
that was embraced by
executives around the

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world. Then, Kotter and co-author Dan Cohen's *The Heart of Change* introduced the revolutionary "see-feel-change" approach, which helped executives understand the crucial role of emotion in successful change efforts.

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Now, The Heart of
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provides leaders and
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frameworks, and advice
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THE HEART OF
CHANGE Dr. John
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have culled from
hundreds of interviews
the 34 most instructive
and vivid accounts of
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Change is an eight step process that few handle well. These steps are: 1. Create a sense of urgency so that people start telling each other "Let's go, we need to change things!". 2. Pull together a guiding team powerful enough to guide a big change. 3.

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transformational change

and gets at the heart of

how highly successful

change actually

happens. Kotter builds

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urgency- getting people
to say "let's do
something". Step two:

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Build guiding teams-
finding the right people
to make change happen.
Step three: Get the
vision right- seeing the
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Dr. Kotter talks about how to win over both hearts and minds in his book The Heart of Change. Within Dr Kotter's 8 Step Process

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electrical field is about
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amplitude than the
electrical activity
generated by the brain.

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differently in order to
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