

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

By Michael Fullan

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

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)*
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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 organziations, 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:

Paulette Stoneman:

Book is definitely written, printed, or created for everything. You can understand everything you want by a reserve. Book has a different type. To be sure that book is important point to bring us around the world. Beside that you can your reading expertise was fluently. A e-book The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive will make you to always be smarter. You can feel much more confidence if you can know about everything. But some of you think which open or reading a new book make you bored. It is far from make you fun. Why they could be thought like that? Have you seeking best book or ideal book with you?

Margherita Pettit:

The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive can be one of your nice books that are good idea. All of us recommend that straight away because this book has good vocabulary that will increase your knowledge in words, easy to understand, bit entertaining however delivering the information. The article author giving his/her effort to set every word into joy arrangement in writing The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive however doesn't forget the main position, giving the reader the hottest and also based confirm resource facts that maybe you can be certainly one of it. This great information can easily drawn you into brand-new stage of crucial imagining.

Vicky Bowman:

Your reading 6th sense will not betray you, why because this The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive publication written by well-known writer who really knows well how to make book which might be understand by anyone who also read the book. Written with good manner for you, leaking every ideas and writing skill only for eliminate your own hunger then you still hesitation The Six Secrets of Change: What the Best Leaders Do to Help Their Organizations Survive and Thrive as good book not only by the cover but also from the content. This is one e-book that can break don't evaluate book by its protect, so do you still needing a different sixth sense to pick this specific!? Oh

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