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The 9 change competencies can be further divided into 3 main categories — what we call " the 3 C ' s of change, " leading the process, and leading the people. The 3 C ' s of Change Leadership Researchers found that 3 skills provide the necessary connection between the process part of change and the people part of change.

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What is Strategic Change ? - Meaning and its Theories

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Leading Strategic Change: Breaking Through the Brain ...

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Cohen, D. S., 2002, The Heart of Change Field Guide: Tools and Tactics for Leading Change in Your Organization, Boston, Harvard Business School Press. Ginsberg , A. , and Abrahamson , E. , 1991 , " Champions of change and strategic shifts: the role of internal and external change advocates , " Journal of Management Studies , 28 (2), 173 – 90.

Leading Strategic Change by Eric Flamholtz

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