

Andrea Shapiro, Ph.D.

# CREATING CONTAGIOUS COMMITMENT

Applying the Tipping Point to  
Organizational Change

2<sup>nd</sup> edition



Foreword by **Patricia Zigarmi, Ed.D.**  
Founder, **The Ken Blanchard Companies**

# Creating Contagious Commitment Applying The Tipping Point To Organizational Change

**Delmus E. Williams, Janine Golden**



## **Creating Contagious Commitment Applying The Tipping Point To Organizational Change:**

**Creating Contagious Commitment, 2nd Edition** Andrea Shapiro, 2010-01-11 Too often necessary and technically appropriate change initiatives fall short of expected gains because leaders fail to involve employees and leverage their perspectives This deprives leaders of valuable input and causes the very people who are expected to modify the way they work to feel discounted and disconnected Creating Contagious Commitment Applying the Tipping Point to Organizational Change presents a proven approach to turn this all too common situation around It goes to the heart of effective change implementation and shows how to move employees from being apathetic or resistant to becoming committed advocates of a change Creating Contagious Commitment demonstrates why many of the traditional approaches to change implementation such as focusing on the easily measurable technical aspects or relying on mass awareness campaigns don't work very well especially on their own It explains the dynamics that contribute to successful change initiatives and how to use them right now in your own initiatives The accessibility of the concepts and the practical strategies they provide make Creating Contagious Commitment a unique and powerful guide for change agents in any organization Andrea Shapiro's clear and skillful blending of theory with useful examples brings these concepts to life in a way that appeals to anyone who is involved in change Solidly grounded in organizational theory systems thinking and real world experience Creating Contagious Commitment can be used as a stand alone resource or in combination with the companion Change Dialogue and Action workshop with its interactive computer simulation called the Tipping Point It has been applied by hundreds of change leaders around the world in a wide range of organizations from banks and hospitals to high tech corporations to make organizational change both contagious and sustainable It is packed with diagrams illustrations and stories from the field many of them first person accounts of applying its lessons Visit [CreatingContagiousCommitment.com](http://CreatingContagiousCommitment.com) to learn more Praise for Creating Contagious Commitment It is very easy to have good intentions and even easier to get advice from someone who has good intentions What is hard is to recognize the landmines on the path to successful change Creating Contagious Commitment helps identify and think about such obstacles before we encounter them making the path to change more thoughtful and ultimately more successful Dan Ariely Ph D James B Duke Professor of Behavioral Economics author Predictably Irrational It is only by effectively influencing people's beliefs values and changing social norms that we can change behaviors that get us all to yes Andrea understands this and clearly maps out how new cultural norms can be systematically embedded into any organization This book is a must have in any change agent's toolbox Peter Faill M Sc Corporate Procurement Manager Durham County Council UK The Tipping Point is a brilliant computer model of change initiatives as they unfold in large complex organizations Change agents need to be informal keenly aware of the different needs of different types of people and committed to their purpose This book shows what to do and what happens along the way both in the model and in real life Art Kleiner author Who Really Matters and The Age of Heretics **Creating Contagious Commitment** Andrea

Shapiro,2003-04-01 Creating Contagious Commitment Applying the Tipping Point to Organizational change is essential to anyone interested in the process of organizational change It builds on the diverse resources in the Tipping Point computer simulation which builds on lessons from public health systems thinking and organizational theory Creating Contagious Commitment simultaneously provides a solid foundation and helps the reader to think out of the box to create contagious sustainable change Illustrations and examples of change initiatives bring the concepts to life and make it easy for the reader to apply them immediately to his or her own change initiative *Contagious Commitment at Work* Andrea Shapiro,2016-06-20 Contagious Commitment at Work addresses a serious topic managing organizational change in a refreshing lighthearted way It gives a practical holistic approach that is illustrated with real world stories cartoons and informal diagrams Contagious Commitment at Work provides leaders with a road map for involving employees in any new initiative Illustrations and first person accounts of applying the ideas give readers practical guidance to ensure success With Andrea Shapiro s Tipping Point model I have a suite of materials to effectively guide change Contagious Commitment at Work with its wealth of stories speaks directly to the leaders who ask for detailed examples from those who ve gone before them I ve used Andrea s work to cut months out of change deployments and dramatically improved my change adoption rates April K Mills Change Coach Intel Corporation The ideas in Contagious Commitment at Work have been game changing in our approach in making change happen and delivering great results with our clients This book is an engaging no nonsense and straightforward read that highlights an effective and pragmatic approach to implementing sustainable change in organizations It is full of examples and it works Rob Kelly Director VA Consultants Global Contagious Commitment at Work provides a thoughtful and practical approach to managing organizational change Andrea Shapiro explains how to use the levers of change to achieve the tipping point for change in our organizations Easy to read and apply her examples drive home key points on change management identifying the pitfalls and the must dos for a successful change Pam Weppler Process Improvement Program Leader Rho *Implementing Excellence In Your Health Care Organization: Managing, Leading And Collaborating* McSherry, Rob,Warr, Jerry,2010-07-01 This practical book explores the key issues and factors which influence the workings *Advances in Library Administration and Organization* Delmus E. Williams,Janine Golden,2012-12-05 The book will examine the challenges that working administrators face and discusses how to enable them to look more closely at their operations and to reconsider how to develop people and the organizations in which they work As in previous volumes of *Advances in Library Administration and Organization* the studies outlined in the chapters of Vo **The Associate University Librarian Handbook** Bradford Lee Eden,2012-05-10 The associate university librarian is tasked with running the various services and workflows of academic research libraries allowing the head university librarian to focus on the acquisition of resources through fundraising and external public relations Although the positions of assistant or associate university librarians and deans are considered a training ground for upward movement in the profession there are

surprisingly few mentoring experiences available The Associate University Librarian Handbook A Resource Guide looks to change that Bradford Lee Eden has brought together a variety of helpful topics for university librarians The first section provides a broad overview of the field and what it means to be an associate librarian A section on managing change a topic endemic to the academic library in these times follows The next section deals with the question of funding the library enterprise and managing resources with chapters on how best to handle budget reductions cultivating donors and donor relations and managing a research function The fourth section covers career management and includes chapters on navigating the transition to university librarian A concluding section deals with leadership and defining the future Intended for both those in the position of associate university librarian and for those aspiring to get there The Associate University Librarian Handbook will be a valuable tool and guide *Books In Print 2004-2005* Ed Bowker Staff,Staff Bowker, Ed,2004

**Tipping Point Leadership In Action** Cambridge Review Publishing,2025-08-30 TIPPING POINT LEADERSHIP IN ACTION MASTERING RAPID ORGANIZATIONAL CHANGE STRATEGY INNOVATION WRITTEN BY CAMBRIDGE REVIEW PUBLISHING ABOUT THIS BOOK This book has been crafted by integrating the insights and expertise of numerous renowned international specialists in the field Rather than relying on a single or average source it draws from a rich combination of premium authoritative perspectives ensuring that readers gain access to the highest quality knowledge available CONTENT The Rising Tide Of Red Oceans Why Change Is Inevitable Creating Blue Oceans A New Logic For Profitable Growth Analytical Foundations Tools For Charting New Market Space Reconstructing Market Boundaries Six Paths To Blue Oceans Focusing On The Big Picture Visualizing Your Future Strategy Reaching Beyond Existing Demand Tapping Into Noncustomers Getting The Strategic Sequence Right Ensuring Commercial Viability Overcoming Organizational Hurdles The Need For Tipping Point Leadership Breaking The Cognitive Hurdle Making People See The Harsh Reality Jumping The Resource Hurdle Maximizing Existing Assets Jumping The Motivational Hurdle Inspiring Mass Action Knocking Over The Political Hurdle Navigating Resistance Building Execution Into Strategy The Power Of Fair Process Aligning The Three Strategy Propositions For Sustainable Success The Dynamic Journey Renewing Blue Oceans And Avoiding Traps

**Firing Up Commitment During Organizational Change** Price Pritchett,1994 *Firing Up Commitment During Organizational Change* Price Pritchett,1996 This handbook gives a clear concise answer to the question What can you rightfully ask of employees during times like these and backs it up with solid logic Firing Up Commitment During Organizational Change takes an honest look at the problems then offers 14 tightly focused guidelines that show you how to energize employees build productivity increase job satisfaction strengthen teamwork

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