Title	**Best Practices in Leadership Development and Organization Change: How the Best Companies Ensure Meaningful Change and Sustainable Leadership**
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Brief Introduction	ABOUT THIS BOOK

The purpose of this best practices handbook is to provide you with all of the most current and necessary elements and practical "how-to" advice on how to implement a best practice change or leadership development initiative within your organization. The handbook was created to provide you a current twenty-first century snapshot of the world of leadership development and organizational change today. It serves as a learning ground for organization and social systems of all sizes and types to begin reducing resistance to change and development through more employee and customer-centered programs that emphasize consensus building; self-, group, organizational, and one-on-one awareness and effective communication; clear connections to overall business objectives; and quantifiable business results. Contributing organizations in this book are widely recognized as among the best in organization change and leadership development today. They provide invaluable lessons in succeeding during crisis or growth modes and economies. As best practice organizational champions, they share many attributes, including openness to learning and collaboration, humility, innovation and creativity, integrity, a high regard for people's needs and perspectives, and a passion for change. Most of all, these are the organizations who have invested in human capital, the most important asset inside of organizations today. And these are the organizations that have spent on average $500 thousand on leadership development and change, and an average of $1 million over the course of their programs, with an average rate of return on investment of over $2 million.

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Within the forthcoming chapters, you will learn from our world's best organizations in various industries and sizes

- Key elements of leading successful and results-driven change and leadership development
- Tools, models, instruments, and strategies for leading change and development
- Practical "how-to" approaches to diagnosing, assessing, designing, implementing, coaching, following up on, and evaluating change and development
- Critical success factors *and* critical failure factors, among others

Within each case study in this book, you will learn how to

- Analyze the need for the specific leadership development or organization change initiative
- Build a business case for leadership development and organization change
- Identify the audience for the initiative
- Design the initiative
- Implement the design for the initiative
- Evaluate the effectiveness of the initiative