MANAGING CHANGE: 3 Essentials of Leadership

- Management of NOVELTY
- Management of TRANSITION A-->B
- Management of CONTINUITY
Functions of Continuity

- **For Individuals:** Pride, confidence to act, ethical guidance, connection to others, freedom.

- **For the Organization:**
  Strengthened commitment, better decision making; decentralized control; mission stability; organizational learning; long term thinking; customized change.

- **The Positive Paradox:** The more a corporation "manages continuity", the more able it is to enter novelty & transition.