

Let's accept the fact that change has a destructive streak. It can rip the heart out of an organization. It can kill the spirit.

At the very time an organization needs the best performance out of people, change often leaves job commitment lying wounded and weak.

But change *can* be used to charge up the organization. That's because change opens up doors to people's hearts and minds that otherwise might stay forever locked.

The secret is to meet people at their point of need.

You must manage to the moment...bring what's missing... repair what change has damaged or destroyed. And you need to move quickly, because high-velocity change puts heavy demands on the organization. You need people who invest themselves fully in their work, people who deliver dramatic results.

Basically, it comes down to this—you need to build a burning level of job commitment, and you need to do it by yesterday. In today's world of work, you can't afford to tolerate a commitment level that remains at room temperature.

The 14 guidelines in this handbook explain how you can counter the chilling effects of change. Follow this coaching, and watch job commitment heat up immediately.

This is your chance to create fire.

