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After studying this chapter, you should be able to: Understand the different reasons for resisting change. Understand the psychological processes involved in making major changes. Understand how to develop an appealing vision for the organization.

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Yukl Chapter Four Leading Change and Innovation 2 Leading Change Leading change is one of the most important and difficult leadership responsibilities. Major change in an organization is usually guided by top management.

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Leadership in Organizations 8th edition (9780132771863 ...

Yukl, Gary A. Leadership in organizations / Gary Yukl. — 8th ed. p. cm. Includes bibliographical references and index. ISBN 978-0-13-277186-3 1. Leadership. 2. Decision making. 3. Organization. I. Title. HD57.7.Y85 2013 303.3'4—dc23 2011046801 10 9 8 7 6 5 4 3 2 1 Editorial Director: Sally Yagan Acquisitions Edoitr: Brian Mickelson

Leadership in

Chapter 1. Introduction Chapter 2. Managerial Work Chapter 3. Effective Leadership Behavior Chapter 4. Leading Change and Innovation Chapter 5. Participative Leadership and Empowerment Chapter 6. Leadership Traits and Skills Chapter 7. Contingency Theories and Adaptive Leadership Chapter 8. Power and Influence Tactics Chapter 9. Dyadic Relations and Followers Chapter 10.

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Chapter 4 • Participative Leadership, Delegation, and Empowerment87 approved and implemented in organizations. Delegation is a distinct type of power- sharing process that occurs when subordinates are given responsibility and authority for making some types of decisions formerly made by the manager.

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