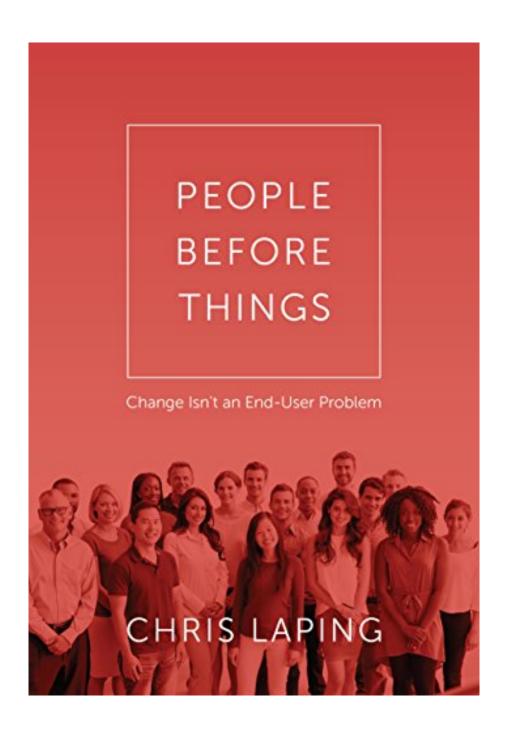


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### Review

Any business or technology leader leaning into the winds of change will find sustaining value in the advice and ideas shared by Chris Laping in People Before Things. Throughout this highly readable book (which feels like a conversation with a wise and witty CIO), Chris applies his fresh-from-the-front-lines perspective to the stodgy topic of change management. --Maryfran Johnson, Editor in Chief, CIO Events, IDG Enterprise

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Having followed Chris' work over many years, I'm delighted to see that he's captured his insights on change leadership in this wonderful book. He's a truly inspired executive who lays out key principles in compelling, memorable stories. Read this book and buy it for your entire team to kickstart and align your change efforts. --Charlene Li, Author of the New York Times bestseller, Open Leadership, The Engaged Leader, and Principal Analyst at Altimeter, a Prophet company

The art of human connection in the workplace has become increasingly lost. Chris provides a powerful approach for engaging teams in disruptive change! --Debra Fine, Keynote Speaker & Bestselling Author, The Fine Art of Small Talk

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# About the Author

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The latest statistics suggest doom and gloom in the world of change and innovation. Meanwhile, workplace culture appears to be taking a hit, too. Gallup reports that 70% of all change initiatives fail and almost 70% of the US workforce is disengaged. In his debut book, People Before Things, Chris Laping argues that there's a connection between the two. And in a sharp departure from everyday thinking, he suggests that change isn't an end-user (or team member) problem ... it's a leadership opportunity.

People Before Things offers a journal of stories and personal experiences that humanize the impact of organizational change and innovation. It also challenges that leaders control seven conditions that most influence success, and provides a practical guide to enabling and activating those conditions. While People Before Things isn't a one-size-fits-all approach, it offers specific and concrete advice that readers can instantly apply in their everyday work--advice that will simultaneously impact the success of change and innovation and team member engagement.

As a backdrop to the book, Chris Laping offers a deeply personal and authentic reflection of lessons learned throughout his life and career. His rollercoaster storytelling engages readers with humorous tales and universal appeal, all while focusing on the people-related groundwork that's needed to be successful with change and innovation.

People Before Things is a reminder that if you want your customers to love you, it starts with your team members loving you first ... and how you treat your team members when something big changes will determine if they will love you. Intended for any executive, middle manager, or grassroots influencer, this is a message for all levels of leadership. People Before Things helps leaders become CHANGE leaders.

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Quick read. Solid, real-world examples.

By Bud

A quick read with solid, real-world experiences. I'm not convinced the majority of organizations have moved beyond the strict "more with less" mantra (especially in this anemic economic climate). However, Chris makes a solid case that it matters less what you want to do versus how you inspire the hearts and minds of those people who will do it. "People Before Things" is heavy on the Red Robin examples but this is not a bad thing as they are relevant (actually makes me want to visit a Red Robin and assess the stickiness of his initiatives).

Cheap. Fast. Good. Pick two. "People Before Things" is a reminder of this thinking for many and a mind-shift for others - let's hope the latter are few.

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This is a terrific book with a lot of very practical advice about the importance of connecting with the only thing that truly matters in corporate change...people. Chris gets it. His wisdom and experience is apparent and his humility will amuse and inspire you to be better. People ARE more important than things.

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This is an excellent book and would recommend as a must read to all of my colleagues. I look forward to reading the additional recommended books.

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