

About The Author

Dr. Jerald W. Young is president of The Center for Stable Change in New York City. His consulting firm specializes in dissolving resistance to change. The Center helps individuals and organizations successfully navigate the currents of change.

He taught it: After receiving his MBA from the University of Oklahoma and Ph.D. from Yale University in Organizational Behavior, Dr. Young was a professor of Organizational Behavior in the Graduate School of Business at the University of Florida for two decades. He created and taught courses on Organizational Change and Organizational Behavior at the undergraduate, graduate, and executive development levels.

He works it: Dr. Young is an experienced Organizational Development and Change consultant and executive coach. His clients include public and private organizations involved in sectors ranging from high-tech to human services. Using proprietary programs he developed to pinpoint and dissolve resistance to change, Dr. Young consults and conducts workshops on the various elements of change in the workplace (see page 198 for listing of his workshops).

He lives it: Change is a constant companion of Dr. Young's. He has endured two early career changes, marriage, children, divorce, remarriage, stepchildren, voluntarily stepping away from the security of academic tenure, a mid-life career change, several geographical relocations, a business start-up, a recovery program, and the illness and death of loved ones. And today is a new day, and like every day it is fraught with change for him, as it is for all of us.

Dr. Young's articles have appeared in many publications, including the *Journal of Applied Psychology*, the *Journal of Conflict Resolution*,

the *Academy of Management Journal*, the *Journal of Behavioral Medicine*, and *Decision Sciences*. His work has also been featured on National Public Radio and in *Psychology Today*. He has made numerous presentations at national professional groups including, the American Society for Training and Development, the Academy of Management, the International Communication Association, and the American Institute for Decision Sciences.

“This book combines my many years of personal and professional experience with change—when I did it well, when I didn’t,” Dr. Young confides.

Dr. Young’s forthright and heartfelt work provides the missing link in reversing today’s high failure rate of change attempts in organizations. First, we’ve got to dissolve the Emotion-Based Resistance to change (in addition to traditional Logic-Based Resistance), he says, before change leadership and change management efforts can be truly successful.

Born and raised in Oklahoma, this former U.S. Army officer lived in Florida for 20 years. Dr. Young currently lives in New York City with his wife, Broadway actress Melissa Hart. He has two daughters and three stepchildren.



About The Center for Stable Change

Do One Thing. Do it Well.
We Dissolve Resistance to Change.

The Center for Stable Change helps leaders transform resistance to change into positive commitment and support.

We provide workshops, executive coaching, and change consulting. Based on a proprietary methodology we have developed after a decade of research, our services help clients lead change projects successfully. Our methods are especially powerful for clients leading change projects where employees are dragging their feet or otherwise resisting change.

Our workshops are presented in two formats: in-house and public programs. They include how to:

- Build Support for Change (for change leaders).
- Conduct the Resistance-Dissolving Discussion (for change leaders, managers, and supervisors).
- Plan for Successful Change (for change leaders).
- Rebuild Trust after Change (for leaders and employees).
- Thrive in the Midst of Change (for employees).
- Revitalize Stuck Change Projects (for change leaders and employees).
- Dissolve Resistance to e-Learning (for IT leaders and trainers).
- Dissolve Resistance to Training and Development (for trainers).
- Dissolve Resistance to Coaching (for managers, coaches, and trainers).

We specialize in targeted coaching for executives and managers responsible for leading change projects. Our methods are particularly effective when those changes are controversial or unpopular.

Please contact us today at any of the following portals:

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