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a technique for leading change that engages individuals, teams, or the entire organization by reinforcing positive messages and focusing on learning from success

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your leadership challenge. after reading this chapter, you should be able to: recognize social and economic pressures for change in today's organizations.

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learning objectives. after studying this chapter, you should be able to: understand the importance of leadership training and development in organizations.

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the final article in this chapter points out personal leadership traits to develop in order to help your organi-zation develop a positive culture and deal with change.

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