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New book helps readers make successful change in organizations

Authors share 115 years of learning about how to ‘Grasp the Situation’ before change

BOWLING GREEN, Ohio – Glenn H. Varney, Scott Janoch and James M. McFillen have combined their 115 years of experience as leaders, consultants and educators to author their new book, “Grasp the Situation: Lessons Learned in Change Leadership” ([published by iUniverse](#)). Written in a readable story format, the book chronicles the authors’ adventures as change agents in a variety of organizations.

In “Grasp the Situation,” Varney, Janoch and McFillen share their real-life experiences to help managers, leaders and consultants grasp the situations that confront them by properly diagnosing problems and developing and implementing effective solutions. Some of the stories show how personalities, organizational politics, mistakes and other factors collide to derail change efforts. Because the stories reflect real experiences, readers are likely to identify characters and situations that mirror their own experiences whether they work in for-profit or not-for-profit organizations.

The authors assert that organizational changes often are implemented without a full understanding of the underlying issues, resulting in failed change efforts, wasted resources, damaged morale and increased costs. In *Grasp the Situation*, the authors discuss their hard-learned lessons to expose the typical causes of failed change efforts and to offer insights into methods for diagnosing problems and implementing effective solutions that will increase the likelihood of successful change.

“Grasp the Situation”

By Glenn H. Varney, Ph.D., Scott Janoch, BSC, James M. McFillen, DBA

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About the Authors

Glenn H. Varney, Ph.D., has spent more than 20 years in human resources and 25 years in academia. He is a teacher, practitioner and consultant and has written extensively about leadership and organizational change.

Scott Janoch, BSC, has spent more than 35 years as a human resource executive and consultant in a number of industries. He has developed the ability to modify working relationships to promote successful organizational change.

James M. McFillen, DBA, has more than 35 years of experience as a scholar, teacher and consultant in the fields of leadership, motivation, human behavior and the application of scientific process to organizational change.

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