



All The Moving Parts

Author: Billie Blair, Ph.D.

ISBN: 0979588103

This book is about organizational change and the five essential parts of any organization.

First we look at obvious ways things change – chaotic, planned, and undetected. Chaotic change occurs within organizations when, for example, there are security leaks or insider trading. Planned change happens in accordance with annual goals and when the Board of Directors are privy to the changes being planned. Undetected changes come about as a result “when an organization lacks a comprehensive strategic plan and, instead, relies on its managers (or “silo heads”) to independently determine what is to be done and the changes that are to be made with their specific departments or divisions.” The author asks you to envision the company you would like to manage and then compare it to reality – or the current company you work for or manage. Big difference! “Organizations today need to mobilize ALL THEIR MOVING PARTS to be in alignment and poised to effect frequent and successful change for the future.”

“What are the moving parts of an organization?” People, departments or divisions, conveyances, materials – “specific, literal and tangible features of modern organizations. “The five moving parts are: The chief executive officer, his leadership team; the board of directors; its employees; and its customers.” Blair provides examples of each and demonstrates what makes their success important lessons for us. “When a company pays equal and serious attention to all five of the essential elements – that is, those elements that comprise a company’s leadership and management power, its policy power, its production and knowledge power, and its marketing power – it will own the future.”

There are rules of management – “small things matter;” “chaos, even though unintended, should always be able to be controlled;” “all things eventually pass;” “dealing with chaos in organizations takes good planning and a high level of skill for the careful timing of mitigating actions;” “if you’re going to institute change, you’re going to institute chaos;” and “change is chaos. You can learn when to avoid it, or how to create it.” These are important rules and, if we can recall them when things get hectic, are ones that will relieve the stress that comes from chaos.

There are helpful tips on how much you should share with staff, how clients/customers fit into the big picture, and the ingredients for success when it comes to making changes.

Now that the moving parts have been identified and their importance explained, there is a chapter that deals with protecting the moving parts. It only makes sense that you would want to take care of something that's working. When the protected moving parts are in place and they are working, how does this translate into an organization? Blair explains this by looking at teamwork, leadership roles, what person or group is in charge of goals, and what "wholeness" means to an organization. Secret – wholeness translates to "success." And who doesn't want that?

This is an important book should you be opening a business, wanting to improve a business, or looking at working for an organization. From the information presented by Blair, you should be able to make the decisions that will take you in the direction you want to go.

The above review was contributed by: Sue Vogan, Writer & Author of NCO-No Compassion Observed: To read more of Sue's reviews [Click Here](#)