



People Before Things

Chris Laping

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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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