



# **Fusion Leadership : Unlocking the Subtle Forces That Change People & Organizations**

*Richard L Daft, Robert H Lengel, Robert H. Lengel*

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Fusion Leadership shows leaders how to use ""fusion"" to create personal ownership and commitment for change projects, thereby overcoming resistance that thwarts efforts to achieve real change in organizations. Fusion Leadership lays the groundwork for moving the new science paradigm into application and practice. Daft and Lengel explore six subtle forces they feel have a direct bearing on organizational effectiveness. Mindfulness, they say, represents independent thinking, personal creativity, and an open mind. Vision encompasses the higher purpose toward which people work. Heart represents caring and compassion - positive feelings that underlie workplace relationships. Communication influences vision, values, and emotions; it also involves listening and discerning. Courage motivates people to take risks. Integrity involves honesty, trust, and service - going beyond self-interest to give something to the team and organization. This book also shows the value and practical applications of social technologies based on conversation - including dialogue, future search, and whole-scale change - which leaders can use to create organizational fusion, unleashing new synergies among people and achieving far-reaching results.

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