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Reviewed in the United Kingdom on 12 July 2008. The author uses the term "change monster" in her book to refer to all the complex human emotions and social dynamics that emerge during major change efforts. Many managers she says, simplify or ignore the people issue of change, a sure prescription for failure.

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In The Change Monster, Ms. Duck addresses the communication issues directly, the one-sided view of who should benefit indirectly, and pays not enough attention to what the idea for change should be. The book opens with the perspective of organizations that have to change . . . or else because they have just been taken over, taken someone else over, or won't be around if they don't change.