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job. The solution is not to trash what we know and start over but instead to reintroduce, in an organic way, a dual operating system to needed agility and speed while the old one, which keeps running, provides reliability and efficiency.

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Accelerate: Building Strategic Agility
(Book Summary)

Accelerate: Building Strategic Agility for a Faster-Moving World is the latest business book by John P Kotter. Like his previous books, it's short (200 pages), sweet and written to change the world. Due for release in April

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same as in his classic book, *Leading Change*. But implicit in *Accelerate: Building Strategic Agility for a Faster-Moving World* is Kotter's experienced admission that mature organizations by their very nature resist change.”
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As an organizational researcher and author John Kotter illustrates in his recent book, *Accelerate: Building Strategic Agility for a Faster-Moving World* [1], successful enterprises don't

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start as large and cumbersome.

Rather, they typically began as a fast-moving, adaptive network of motivated individuals aligned to a common vision and focused on the needs of their customers.

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Kotter advocates a new system—a

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second, more agile, network-like structure that operates in concert with the hierarchy to create what he calls a “dual operating system”—one that allows companies to...

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