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Robert E. Quinn 4.3 out of 5 stars  
13

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Robert E. Quinn, Deep Change:  
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(San Francisco: Jossey-Bass, 1996),  
236 pages. We have a choice; we  
can change or we can experience  
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change differs from incremental  
change in that it requires new  
ways of thinking and behaving. It  
is change that is major in scope,  
discontinuous with the past and  
generally irreversible. The deep  
change effort distorts existing  
patterns of action and involves  
taking risks. Deep change means  
surrendering control. (p 3)



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- Deep Change, page 165. I did not get what I expected from Deep Change. "Discovering the Leader Within" sounds like a psychologized, self-absorbed look at leadership. Deep Change isn't that. Deep Change is the acknowledgement that nothing

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changes unless people change.  
People don't change unless a  
person, namely the leader,  
changes.

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see the need for deep change, we  
usually see it as something that  
needs to take place in someone  
else. In our roles of authority,  
such as parent, teacher, or boss,  
we are particularly quick to direct  
others to change. Such directives  
often fail, and ...

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Robert E. Quinn. Jossey-Bass,  
1996, 235 pp. ISBN

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professor at the University of  
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