

**Managing For Change: Leadership, Strategy And  
Management In Asian NGOs By John Hailey**

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\*Ian Smillie and John Hailey, MANAGING FOR CHANGE: LEADERSHIP, STRATEGY AND MANAGEMENT IN ASIAN NGOs (2001), Ch. 8, Conclusions.

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DeAnne Aguirre is a senior partner with Strategy& based in San Francisco. Rutger von Post is a partner with Strategy& based in New York and is head of the Katzenbach

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