

* They all agree.
(Sources for 70% of HR Change Initiatives FAIL)

Despite the huge investment that companies have made in tools, training, and thousands of books (over 83,000 on Amazon), most studies still show a 60-70% failure rate for organizational change projects — a statistic that has stayed constant from the 1970's to the present.
Harvard Business Review, April 2013.

Statistics show that nearly 70% of all organizational change efforts fail.
Kennebec Valley Human Resources Association, April 2013

70% of change initiatives fail in organizations **HRD Chicago, April 2013**

The reality is that 80% of change initiatives fail to realize their intended gains.
Bratton Consulting, Inc. London, Canada 2012

Almost 70 percent of organizational change efforts fail. John Kotter, Harvard professor and change management. **Trainingmag.com February, 2012.**

Why Do So Many Change Management Initiatives Fail? The data shows that 70% of corporate change efforts either totally fail, have lukewarm results, or the change never becomes an integral part of the company culture.
Forrester.Com., December, 2012

While moving swiftly can be a major competitive advantage, today, 70% of change initiatives either underperform or fail. **Mike Ryan, Human Capital Institute, May, 2012**

Employees are typically very resistant to any change in their workplace; almost 70% of all change initiatives fail. The number one reason why is because of the resistance to change.
Robert Bence, XING, December 2012.

Today, 70 percent of change initiatives either underperform or fail altogether. Employees, who resist change, comply reluctantly,... ignore instructions, ...or worse, they actively disengage.
Madison Performance Group, NY, NY 2011

70% of change initiatives fail due to people issues The Role of HR in Making Change Happen.
Synopsis Communication Consulting, London, March 2011

75% of change initiatives fail. Former Tri-state SHRM founder and president, Geri Puleo.
Fayette Chamber of Commerce Uniontown, PA June 21, 2011

In today's business context, more than 70% of all change efforts fail, and failed change is the #1 reason why leaders get fired. **Dr. Peter Fuda and The Alignment Partnership, 2009.**

70% of Change Initiatives 'Doomed to Failure from the Start' .
Blanchard Experts - Training Press Releases, Feb. 2009