



# **Iron Has Memory, Rocks Breathe Slowly, Crystals Learn: Long Term Thinking and Cultural Change-Revisited**

*Keith Q. Owen, A. Steven Dietz, Robert Culbertson*

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This short book examines the need for change in human systems and provides an opportunity for achieving lasting, sustainable change. This book is set out in three chapters which address: the challenges with change in organizations and how those challenges relate to organizational culture; a methodology for exploring cultures in organizations; and model for using our understanding of organizational culture to develop lasting, purposeful organizational change. The underlying concepts of organizational change described in this book are founded in systems theory and evidence-based assessment.



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