



LUKAS MICHEL
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CLARITY BEFORE CHANGE

Upcoming new book: Clarity Before Change

I am delighted to announce that *Clarity Before Change* will be published by LID Publishing, London, on 28 January 2027.

The book brings together more than 25 years of research and work with leaders and organizations. Its central argument is simple: before leaders decide what to change, they need to understand how their organization actually works. *Clarity Before Change* introduces Structured Reflection, the Organization Twin and the Guided Clarity Session as a practical way to make the invisible patterns of management and organization visible – creating the clarity needed for more intelligent action and sustainable change.

CLARITY BEFORE CHANGE

WHY LEADERS
MUST SEE CLEARLY
BEFORE THEY ACT



Discover the book, its ideas and the resources surrounding it on the new book page
CLARITY BEFORE CHANGE.



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