

Gabriel Lopez

ORGANIZATIONAL DEVELOPMENT · WRITER OF UNFROZEN

BACKGROUND

U.S. Army, 2008 to 2016, Staff Sergeant

Doctoral coursework in organization development, Benedictine University

MBA, Webster University

Bilingual: English and Spanish

BUILT

The Unfrozen Research Index: about 35,000 management and organization journal articles

The Atlas of the Middle: 173 studies on middle managers, 105 of them about change

CONTACT

gabriel@unfreeze.us

unfreeze.us

Raleigh, North Carolina

SPEAKER AND GUEST

Does change stall in the middle?

In his view, leaders announce change and middle managers carry it. Gabriel Lopez measured how often management research mentions each group, mapped what the research does say about the middle, and turned it into practical tools leaders can use on a change they're running now.

693 to 65

abstracts mentioning executives vs. middle managers, by keyword, 21 core journals, 2007 to 2018 (about 10 to 1 after correcting for missed papers; provisional)

173

studies on middle managers (105 about change), as of 30 October 2026

6 of 173

touch on reviewing a change or holding it steady. None is rated high strength.

693 to 65: Unfrozen Research Index, snapshot of 12 October 2026, index v4d, corrected 1 November 2026. Atlas counts as of 30 October 2026.

TALKS AND CONVERSATIONS

The missing middle

What about 35,000 articles reveal about whom management research mentions most, whom it mentions far less, and what that means for the advice leaders get.

Review, then hold still

The least-studied part of the Loop (6 of 173 studies): how a change gets reviewed after launch and given time to set, and what Army after-action reviews suggest for organizations.

Ask the middle

Why leaders and their managers can describe the same change differently, and a simple way to find out where your managers think it's stuck.

Should you cut the middle?

What the research does and doesn't say about delayering, and what to protect before you remove a layer.

Formats: keynote (30 to 45 minutes), workshop (half day), podcast or panel guest, chapter talk. Virtual or in person.

Unfrozen is an independent project by Gabriel Lopez. The views expressed are his own and do not represent the views of his employer, the U.S. Government, or any organization he's affiliated with.