Managing Organizational Change

Organizational Change and RedesignLarge-Scale Organizational ChangeOrganizational Change ExplainedToolkit for Organizational ChangeManaging and Leading People through Organizational ChangeOrganizational ChangeOrganizational ChangeOrganizational Change Management Strategies in Modern BusinessPeople-centric Organizational ChangeManaging Organizational ChangeManaging Organizational ChangeManagement of Organizational ChangeOrganizational Change and DevelopmentOrganizational Change: Themes and IssuesManaging Organizational ChangeThe Oxford Handbook of Organizational Change and InnovationOrganizational Change TheoriesManaging and Leading Organizational ChangeThe Limits of Organizational ChangeMaking Sense of Change Management George P. Huber Allan M. Mohrman Sarah Coleman T. F. Cawsey Julie Hodges Piers Myers Harsh Pathak Goksoy, Aslı Julie Hodges Muayyad Jabri Helen Campbell K. Harigopal Bob Hamlin Jim Grieves Patrick E. Connor Marshall Scott Poole Christiane Demers Mark Hughes Herbert Kaufman Esther Cameron

this text deals with increasing understanding of the relationships within organizational changes redesigns and performance

the impact of environment the impact of people strategies for large scale organizational change

the best way to learn how to navigate change successfully is to look at practical examples of change management programmes organizational change explained shares stories and insights from experienced change practitioners so professionals can reflect on their own work respond critically to what others have done and take away new tools and techniques to apply to their own change management practice the book includes a range of cases from different sectors and countries including glaxosmithkline and the nhs to offer insights no matter the scale of the change management programme organized around central themes such as shaping and design change leadership and communication and engagement organizational change explained presents each case alongside an introduction conclusion list of key learning points questions for reflection and sources of further reading the book is invaluable to anyone tasked with leading or managing change within their teams projects departments or divisions whether at local level or across geographic locations countries and cultures

this text is designed to assist students understand plan evaluate and implement effective change it bridges current organizational change theory with practical applications through exercises

change in organizations is all about people it is people who plan prepare for and implement change and who are affected by it in the daily course of their work however there is a tendency to focus on the more technical and quantifiable aspects of implementing organizational change programmes whilst ignoring the complex ways that these will impact individuals providing an evidence based analysis of change in organizations managing and leading people through organizational change is written for senior practitioners responsible for change programmes and postgraduate students of organizational change this updated

edition demonstrates the importance of understanding the impact of developing technologies including ai as well as how best to implement sustainability and inclusion in the workplace with new material on individual wellbeing and the impact of hybrid working this book sets out frameworks practical approaches and recommendations for communicating with and leading individuals teams and organizations through change full of exercises interviews and real world examples from across the globe this book is an essential resource for leaders and students enabling them to achieve sustainable benefits of change at work

this textbook offers a combination of rigorous theoretical exploration together with practical insights from those who are reponsible for managing change it looks at organisational change from multiple perspectives with the aim of helping readers navigate the landscape of change

scholars agree that change has become a staple in organizational life and will likely remain as such beyond the 21st century as the rate of change continues to accelerate organizations must strive to develop and implement new initiatives in order to obtain significant benefits to organizational survival economic viability and human satisfaction organizational change management strategies in modern business covers the most important elements of change management as well as the difficulties and challenges that organizations have faced when implementing change in sampling different disciplines relevant to topics such as resistance to change mergers and acquisitions management leadership the role of human resource strategies and culture this reference work is a useful resource for academics professionals managers administrators and others interested in organizational change

the only way to achieve successful business change is by engaging employees and making the transformation people centric this book explains how to achieve this written by a leading voice in the change management industry who has both academic and practitioner experience people centric organizational change is a practical guide for change professionals and postgraduate students it covers everything from what people centric change is and why it s essential to engage people with the change through to the importance of the communication of

change and how to do this effectively with a distributed workforce in a hybrid working environment using evidence based research this book fully explores the human dynamic of change explains how to promote collaboration between colleagues and shows how to involve line managers in the change process there is also advice on how to encourage staff to see change as an opportunity rather than a threat people centric organizational change also includes discussion of the impact of change on employee wellbeing as well as the relationship between equality diversity and inclusion edi and change there is also advice on how to build people centric initiatives into an overall change strategy it is full of country agnostic tools and tips that can be used across cultures as well as frameworks and skills that can be applied in public private and third sector settings global case studies and examples throughout help to put the content into context and show how a people first approach to change works in practice online resources include powerpoint slides for each chapter

this innovative and unique textbook describes change as a socially constructed process reinforced by the interactions of employees at all levels including video and audio resources it emphasises the fact that change is an on going phenomenon not an event that will soon be over once the consultants have left but a permanent feature of an adaptable organisation this novel theoretical perspective makes it the first and only text to focus on the central role of conversations and storytelling in managing change strengthening the business focus of the text this new 3rd edition includes provision of practical tools and techniques for managing change increased coverage of sustaining change and a greater number of international examples and case studies managing organizational change is suitable for change management modules at all levels of undergraduate and postgraduate study

a critical area of competitive advantage is the ability of organizations to lead rather than follow changes in the market this means having the ability to roll out the right changes quickly and reliably in a way that delivers a return on investment managing organizational change brings together all the different roles and functions within an organization that a leader has to manage effectively to ensure successful and sustainable organizational change

centred around the cycle of change model it provides a practical yet reflective overview of the four things you have to have culture capacity commitment and capability and the six things you have to do direct drive deliver prepare propagate and profit it explains which type of resources you need in order to achieve long term change which tasks roles and activities need to be in place and crucially how to lead during a time of great unease managing organizational change will help you deliver better outcomes reflect on what your organization needs to do better and ensure change is embedded throughout your organization online supporting resources for this book include downloadable appendices to supplement several chapters

written jointly by practitioners and academics the book provides the theoretical underpinnings behind organizational development and practical insights based on real case studies the first section of the book brings together a review of current thinking in 2003 the middle section comprises a diverse selection of case histories which examine the role of the change agent both in successes and failures the final section of the book draws things together by highlighting where generalized insights appear to have emerged from the practice of the contributors and gives some pointers for moving practice forward into the 21st century throughout the benefit of reflective practice is encouraged and the commentary accompanying each case history demonstrates what can be learned from this the main aim of the text is to help readers to appreciate more fully the complexities of bringing about organizational change and development not least the cultural factors in the change process and the value of using theory and rigorous internal research in a very conscious and focused way to inform shape and measure their own change agency practice public sector

organizational change themes and issues presents a critical approach to organizational change viewing change as a series of critical reflections rather than a series of recipes or models

a revision and update of connor and lake s classic text on the management of organizational change a practical guide to understanding and effecting changes in your organization

organizational change and innovation are central and enduring issues in management theory and practice dramatic changes in population demographics technology competitive survival and social economic and environmental health and sustainability concerns means the need to understand how organizations repond to these shifts through change and innovation has never been greater why and what organizations change is generally well known how organizations change is therefore the central focus of this handbook it focuses on processes of change or the sequence of events in which organizational characteristics and activities change and develop over time and the factors that influence these processes with the organization as the central unit of analysis across the diverse and wide ranging contributions three central questions evolve what is the nature of change and process what are the key concepts and models for understanding organization change and innovation and how should we study change and innovation this handbook presents critical evolving scholarship from leading experts across a range of disciplines and explores its implications for future research and practice

classifies presents and discusses the contributions and the limits of the theories of organizational change using an historical perspective as its organizing scheme this book focuses on process theories of organizational change it discusses different theoretical perspectives and resulting implications

organizational change impacts upon all organizations regardless of size and sector in this unique organizational change textbook important ongoing debates about managing change and leading change are combined giving a broader perspective that encourages readers to engage with both management and leadership in combination management and leadership insights inform how organizations are changing and how we can make a positive difference in such processes of change managing and leading organizational change speaks both to the applied and practical aspects of organizational change as well as questioning the research and evidence base of organizational change practices chapters begin with real world insights followed by coverage of the major theories the ongoing nature of these debates is signposted through the

inclusion of questioning sections with research case studies showcased this textbook will be particularly beneficial for final year undergraduates and postgraduates studying organizational change strategic change change management and change leadership modules

the environment of modern organizations is so complex and volatile that we take for granted that organizational change is necessary for organizational survival yet the literature on organizations has for years described manifold obstacles to such change first published in 1971 this book extracts from that literature and from experience a comprehensive yet concise overview of those barriers because these elements of the analysis are as valid now as when they were originally written the limits of organizational change is still widely read and cited nearly a quarter century later

written for academics and professionals alike this book is an attempt to make change easier it is aimed at anyone who wants to understand wy change happens how it happens and what needs to be done to make change a welcome rather than a dreaded concept

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