

Organizational Change 3rd Edition

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written for students and professionals alike making sense of change management is the classic text in the field of change management it is aimed at anyone who wants to understand why change happens how it happens and what needs to be done to

make change a welcome rather than a dreaded concept it offers considered insights into the many frameworks models and ways of approaching change and helps the reader to apply the right approach to each unique situation this completely revised and fully updated new edition includes additional case studies and new chapters on managing change in tough times when cost cutting is rife and change agents

managing organizational change by palmer dunford akin provides managers with an awareness of the issues involved in managing change moving them beyond one best way approaches and providing them with access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change these multiple perspectives provide a theme for the text as well as a framework for the way each chapter outlines different options open to managers in helping them to identify in a reflective way the actions and choices open to them the authors favor using multiple perspectives to ensure that change managers are not trapped by a one best way of approaching change which limits their options for action changing organizations is as messy as it is exhilarating as frustrating as it is satisfying as muddling through and creative a process as it is a rational one this book recognizes these tensions for those involved in managing organizational change identifying why they are there how they can be managed and the limits they create for what the manager of organizational change can achieve

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