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The poetical and prose works of Robert Burns: with life, notes and correspondence: by A. Cunningham
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managing change examines the concept and practice of change within the broader context of the history literature and theories of management the main approaches on strategy development management and leadership are linked to the processes of organisational change a wide ranging selection of case studies provides illustrations of change in a real world context this fourth edition reviews the growing influence of the internet and globalisation with particular emphasis on topics such as sustainability workforce diversity and business ethics the author encourages critical reflection on areas such as post modernism realism and complexity theory and explores in depth the influence of culture power and politics there is also practical guidance on the planning and implementation of change managing change is suitable for students on modules covering management strategy and organisational change as part of undergraduate mba and ma programmes key features change within the broad context of management theory and strategy

10 real life cases from a range of sectors and countries practical guidance on the planning and implementation of change new chapters covering culture power politics and frameworks for change glossary of key terms website providing teaching notes and presentation slides bernard burnes is senior lecturer in management in the school of management at umist manchester on the third edition this text is unique in demonstrating clearly the linkages between corporate strategy organisational behaviour and the management of change a subjects that are often treated separately complex issues are presented with an admirable clarity of style supported by interesting and varied case illustrations an ideal undergraduate text that will also be valuable for post experience managers on masters programmes david buchanan professor of orgnansational behaviour school of business de montfort university on the fourth edition this is the essential and definitive text on change management it integrates the vast sweep of organisational theory and practice in a highly readable way every student and practitioner of change must have this michael griffin director of human resources king s college hospital nhs trust

the aim of this leading textbook is to provide a thorough understanding of the theories approaches and practice of organisational change it critically examines the approaches to change that are on offer indicates their usefulness and drawbacks and sets them within the broad context of organisational life through the use of real life examples

this text covers all the key elements of organisational team and individual change with a critical edge because change is a complex subject area that is often difficult to categorise it also offers a critical perspective that challenges assumptions in this area as well as ensuring that the complexities of this area remain clear

in this diverse volume new methodologies are introduced such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts beer jazz as a metaphor for organizational improvisation bernstein barrett and new theories for understanding change processes gomez ballard

despite the plethora of books on change there appears is a notable gap in the field rarely is the authentic and candid voice of change practitioners heard seldom are those most closely involved in the management of change given or seek the opportunity to write about their personal experiences and reflexiveness nor is this just a case of practicing managers not being given a voice or feeling that they cannot be frank and open about what they do how often do academics candidly state what they actually do when they are faced with managing change in their own institutions or when they are called on in a consultancy capacity similarly it is rare for full time consultants to be candid about what it is they actually do instead they tend to have a well honed sales pitch which lays out a logical change process directed at helping the client to achieve success yet when academics consultants and practicing managers are prepared to speak candidly about what they really do a richer messier but more illuminating picture of change emerges the aim of perspectives on change is to move beyond the do as i say approach of most change books and to encourage academics consultants and managers to say candidly what it is they really do and what they really think about change and how it should be managed the editors of this book burnes and randall have over 60 years of experience between them of studying and teaching change management acting as consultants and actually managing change

projects they are therefore well aware of the differences and contradictions between what academics consultants and managers say about change in public and what they say in private and do in practice perspectives on change will offer students and practitioners of change a unique opportunity to understand change in practice in addition it will also contribute to the rigour relevance debate by giving a different and perhaps more realistic perspective on the nature of the gap between theory and practice

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