

# Organisational Change Barbara Senior

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organizational change reflects a rapidly changing world the book is structured in three parts part one considers the causes and nature of change part two looks at the cultural and political contexts while part three addresses the more practical considerations of designing planning and implementing change

this very successful textbook explores change and how it relates to the complexities of organizational life and puts an emphasis on applying the theory to practice now significantly updated and in its 5th edition organizational change reflects a rapidly changing world and considers how change has changed the book is structured in three parts the first part considers the causes and nature of change part two opens up the organization to expand on issues of structuring for change the cultural and political contexts for change and how to lead change part three moves firmly into addressing the more practical considerations of designing planning and implementing change ideal for both mba students and those studying specialist courses in organizational development and change the clear structure and content of this text also make it accessible to final year undergraduate students key features offers comprehensive coverage of the significant ideas and issues associated with change at all levels of organizational activity from the strategic to the operational and at the individual group organizational and societal

levels takes a conceptual and analytical approach to the way that theory and research relate to organizations and how change is explored includes practical elements and worked examples of different approaches to doing change provides illustrations of practical change situations in each chapter invites readers to undertake challenging activities to encourage the application of ideas and learning from the text to personal experience provides end of chapter cases additional reading and suggested websites for readers wishing to pursue ideas and issues further new to this edition significantly updated chapters in terms of content illustrations and recent theory and research since the last edition the final chapter has been specifically updated to reflect the changing social demographic technological and economic contexts for the future of organizations and work new material on complexity theory strategic change actor networks institutional theory and leadership an exploration of how change has changed in recent years plus content on organizations of the future and challenges for future research barbara senior is a chartered occupational psychologist who has published a number of books articles and conference papers based on her research and activities she is principal of the highfield consultancy which researches and offers consultancy services in the areas of organizational psychology and change stephen swailes is professor of human resource management at the university of huddersfield

part one the context and meaning of change 1 organisations and their changing environments 2 the nature of organisational change part one case study selfridges a study of change part 1 part two organisations for change 3 organisational structure and change 4 cultures for change 5 the politics of change 6 the leadership of change part two case study selfridges a study of change part 2 part three strategies for managing change 7 hard systems models of change 8 soft systems models for change 9 a changing future references author index subject index

firms within the same competitive environment industry respond in different ways to changing environmental competitive conditions the authors of this book argue that the strategy field has not found answers to the questions that flow from this observation they answer these questions by using what they call a cognitively anchored theory of strategic change

the definitive introduction to the study of leadership covering key theories and issues whilst examining leadership practice through a range of distinctive case study examples chosen to challenge the common misconception of leadership being only for the great and good

effective communication in business and commercial organizations is critical as organizations have to become more competitive and effective to sustain commercial success this thoroughly revamped new edition distils the principles of effective communication and applies them to organizations operating in the digital world techniques and processes detailed in the book include planning and preparing written communication effective structures in documents diverse writing styles managing face to face interactions using visual aids delivering presentations and organising effective meetings in every case the authors consider the potential of new technology to improve and support communication with helpful pedagogical features designed to aid international students this new edition of a popular text will continue to aid business and management students for years to come additional content can now be found on the author s website rethinkbuscomm net

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