

Journal Of Organizational Change Management

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Organizational Change Management Strategies in Modern Business IGI Global

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.

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Change Management and the Human Factor Springer

Change management and organizational development is unthinkable without people. Human beings form its core as both subjects and objects of change. This volume attempts to cut through to the core of change management, to the people that stand at its heart and focuses on their intrinsic role in change management and organizational development. Topics covered in this volume encompass the human element within organizational change, how this impacts roles, dynamics of team interaction and affects the workplace in teaching and learning settings. It also addresses resistance to institutional and organizational change and the central role that agile management plays in this process.

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Organizational Change in Open Innovation

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The Rhetoric and Narratives in Management Research

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This e-book explores the wide-ranging nature of organizational change research and practice with reference to the diverse context of Asia. It highlights specific reviews of literature which have identified the relative dearth of research which can be used to inform the theory and practice of management in Asia. Two key themes emerge from this body of work - the four papers tend to place a relatively heavy emphasis upon a) the ownership of organizations and b) issues directly associated with Human Resource Management (HRM). These two themes are identified as recommended areas for future research.

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Research in Organizational Change and Development

Emerald Group Publishing

This book brings new perspectives to classic issues in the field such as organizational complexity, change leadership, emotional intelligence and interorganizational change.

Philosophies of Organizational Change Edward Elgar Publishing

This exceptional book maps the vast change management landscape, demystifies its complexities, and engages readers with an accessible and balanced style. Through their original evaluation of organizational change philosophies and theories, the authors encourage us to move beyond prescriptive, paradigm-centred theories in order to understand the opportunities that each offers. *Philosophies of Organizational Change* offers an innovative re-evaluation of the assumptions governing decisions about organizational change. It will command interest and stimulate lively debate from practitioners, students and researchers in organization theory. Ian Palmer, RMIT University, Australia Using an approach similar to Gareth Morgan's *Images of Organization*, the authors have brought order to influential and highly disparate approaches to organizational change and have done so in a manner that is both well-researched and accessible to readers at many levels. It is a welcome resource for research, teaching and consulting indeed for anyone who wishes to look beyond favoured approaches to organizational change. This lively and up-to-date text will be most useful for students, scholars and scholar-practitioners alike. Julie Wofram Cox, Deakin University, Australia *Philosophies of Organizational Change* explains the assumptions that drive different perspectives on organizational change management. The book describes and examines the myriad philosophical interpretations of change, revealing how and why managers confront change using so many competing methods. Each philosophy introduces the reader to the key theories used to diagnose organizations and prescribe change interventions. The book critically evaluates the arguments underpinning organizational change approaches and shows how they lead to different techniques and tools for practical change. With its critical examination of current thinking on organizational change approaches, this book will appeal to scholars and researchers in organization theory and organization studies. It will also make an ideal resource for graduate and senior undergraduate students and practitioners looking to deepen their understanding of change interventions.

Organizational transformation and e-business implementation Emerald Group Publishing

Organization Development SAGE Publications

Organization Development: The Process of Leading Organizational Change, Fourth Edition offers a comprehensive look at individual, team, and organizational change, covering classic and contemporary organization development techniques. Today's practitioners seek a solid foundation that is academically rigorous, but also relevant, timely, practical, and grounded in OD values and ethics. In this bestselling text, author Donald L. Anderson provides students with the organization development tools they need to succeed in today's challenging environment of increased globalization, rapidly changing technologies, economic pressures, and evolving workforce expectations.

Perspectives on Organizational Change in Asia

The Psychology of Organizational Change *Cambridge University Press*

This volume examines organizational change from the employee's perspective.

Organizational Change and Change Management *Vigmostad & Bjørke*

This book explains how change encompasses many different phenomena, occurs in a variety of ways, and can have widely divergent causes and driving forces. It also helps to develop a constructive theory dealing with planned organizational change. The book is divided into two main sections. Part 1 discusses how organizations can tackle change actively in order to meet the new challenges they are facing. The author provides an analysis model based on four elements: driving forces, the content and scope of change, the process of change and the context of change. Part 2 addresses how an organization can implement a planned change. Emphasis is placed on how those who are responsible for implementing the change – the change agents – can apply various change strategies, and how planned change processes can be managed. The author shows how various change strategies and different ways of managing change can be equally effective, but in different situations. The book uses an interdisciplinary outlook, and it is based on research in the fields of psychology and sociology as well as political science and economics. The extensive references to source materials also mean that it is useful for anyone who would like to study organizational change in more depth. Dag Ingvar Jacobsen is the author of several books in the fields of organization and management, political science and methodology. He is co-author of the book *Hvordan organisasjoner fungerer* (How Organizations Function), which is one of the most frequently read books in Scandinavia about organization theory. Jacobsen is a professor at the University of Agder, and is a very popular speaker.

Postmodernism and Organizational Change

Employee Engagement in Media Management *Springer*

This book explores a major media management topic on the basis of case study research conducted in European, US and Brazilian media companies. More specifically, it examines the dynamics of employee engagement, aiming at organizational development through change. The book contemplates the discipline of Media Management through a management lens and focuses on the concept of employee involvement and its value with regard to successfully introducing change and achieving organizational development. It concentrates on providing the necessary information and organizational arrangements from the points of view of media managers and employees and highlights how this involvement can encourage employees to create and innovate. The book is directed towards researchers and students, as well as practitioners/professionals involved with media organizations.

Systemic Change Management *Springer*

Weaving together prescriptions with a series of cases, Systemic Change Management describes the value and how-to of a systemic or enterprise approach to organizational change. Each capability presented here promotes change, but when used together create synergies that magnify their individual impact within and between collaborating organizations.

Resistance to organizational change: Successful implementation of change through effective communication *GRIN Verlag*

Research paper from the year 2011 in the subject Business

economics - Business Management, Corporate Governance, grade: none, International Islamic University, course: Change Management, language: English, abstract: Organizations have been passing through transition phase over time. Some organizations have failed to transform, while others have successfully implemented their desired change. Previous literature has focused on the rationale behind the failure as well as the success of these organizations. Literature concluded that the resistance of employees serves to be a major factor behind the failure of any organization, willing to implement change. Further, researchers found that this resistance can be lessened by applying suitable communication techniques to align employees with the coming change according to the culture of organization and employees. For the purpose of alignment, a charismatic leader is required who has the potential to eradicate the gaps between the concerns of top management and its employees. This paper draws attention towards the causes of resistance; the impact of culture dimensions on organizational change and management decisions, and examines how communication being a major factor can overcome resistance by employees. This article eventually recommends that a charismatic leadership can bring change with the consent of the followers and that is mainly due to the attributes associated with leader's traits. Consequently, this article proposes the methodology that brings a happy ending to a change process. T

Organisational Change *Cengage AU*

Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Comprising 12 chapters in 6 parts, the text opens with an explanation of the environment of change faced by organisations today. It then deals with managing organisational development, which is a planned process of change which is often subject to the incursions of organisational transformation, a more dramatic and unpredictable type of change. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. Finally, to emphasise the relationship between theory to practice, Organisational Change: Development and Transformation 6e provides 10 local and international case studies and a suite of online cases supported by a case matrix. Case studies, exercises and support material present the challenges of change management in a real-life manner - examining issues from a variety of viewpoints.

Effective Organizational Change *Routledge*

Organizations are constantly evolving, and intelligent leadership is needed during times of transformation. Change leaders must help people become aware of, understand and find meaning in the new things which arise — they must oversee a sensemaking process. Addressing this need, Effective Organizational Change explores the importance of leadership for organizational change based on sensemaking. Combining a theoretical overview, models and conceptual discussions rich with in-depth examples and case studies, this book uncovers what it is that leaders actually do when they lead change through sensemaking. It presents the most current sensemaking research, extends earlier work by developing the concept of 'landscaping', and provides guidelines on how leaders can drive sensemaking processes in practice. This book is for undergraduate, postgraduate and MBA students of organizational change, as well as managers embarking on change projects within their organizations.

Cases and Exercises in Organization Development & Change *SAGE Publications*

Cases and Exercises in Organization Development & Change, Second Edition encourages students to practice organization development (OD) skills in unison with learning about theories of organizational change and human behavior. The book includes a comprehensive collection of cases about the OD process and organization-wide, team, and individual interventions, including global OD, dialogic OD, and OD in virtual organizations. In addition to real-world cases, author Donald L. Anderson gives students practical and experiential exercises that make the course material come alive through realistic scenarios that managers and organizational change practitioners regularly experience.

The Routledge Companion to Organizational Change *Routledge*

Organizations change. They grow, they adapt, they evolve. The effects of organizational change are important, varied and complex and analyzing and understanding them is vital for students, academics and researchers in all business schools. The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field. The volume brings together the very best contributors not only from the field of organizational change, but also from adjacent fields, such as strategy and leadership. These contributors offer fresh and challenging insights to the mainstream themes of this discipline. Surveying the state of the discipline and introducing new, cutting-edge themes, this book is a valuable reference source for students and academics in this area.

Sustainability and Organizational Change Management *Routledge*

There is no bigger challenge for organizational change management in the contemporary world than achieving greater sustainability. The challenges associated with sustainable development are multifaceted, including criteria pertaining to the delivery of environmental, social, ethical and economic results. Creating sustainable value requires companies to address issues that relate to pollution and waste, created by industrialization; to respond in a transparent manner to the challenges increasingly raised by the civil society, namely NGOs; to invest in emerging technologies that provide innovative solutions to many of today's environmental problems; and to effectively respond to the challenges of increased poverty and inequality around the globe. On the other hand, to create shareholder value, managers must focus not only on cost reduction and risk control, but also on fostering innovation, enhancing corporate reputation within external stakeholders, and establishing a credible growth path for the future. The current global financial crisis has left few untouched: unprecedented unemployment figures, public deficits, bankruptcies, redundancies, austerity regimes, and governments bailing out banks all over the globe. World confidence is at a record low. How can management scholars encounter solutions for the dilemmas created by this scenario of change in which they can manage to change sustainably? This book provides some answers to these pressing questions. This book was originally published as a special issue of the Journal of Change Management.

Leadership-as-Practice *Routledge*

This book develops a new paradigm in the field of leadership studies, referred to as the "leadership-as-practice" (L-A-P) movement. Its essence is its conception of leadership as occurring as a practice rather than residing in the traits or

behaviours of particular individuals. A practice is a coordinative effort among participants who choose through their own rules to achieve a distinctive outcome. It also tends to encompass routines as well as problem-solving or coping skills, often tacit, that are shared by a community. Accordingly, leadership-as-practice is less about what one person thinks or does and more about what people may accomplish together. It is thus concerned with how leadership emerges and unfolds through day-to-day experience. The social and material contingencies impacting the leadership constellation – the people who are effecting leadership at any given time – do not reside outside of leadership but are very much embedded within it. To find leadership, then, we must look to the practice within which it is occurring. The leadership-as-practice approach resonates with a number of closely related traditions, such as collective, shared, distributed, and relational leadership, that converge on leadership processes. These approaches share a line of inquiry that acknowledges leadership as a social phenomenon. The new focus opens up a plethora of research opportunities encouraging the study of social processes beyond influence, such as intersubjective agency, shared sense-making, dialogue, and co-construction of responsibilities.

Journal of Accounting and Organizational Change

Managing Organizational Change *Bloomsbury Publishing*

This ground-breaking textbook describes change as an on-going phenomenon: not an event that will soon be over but a permanent feature of organizational life. Taking a unique and refreshing approach, the text presents change as a communal process reinforced by multi-perspective stakeholder management with significant impact on individual and social responsibilities. It showcases how change is successfully achieved through relational communication based on conversations, narrations and storytelling. This approach has been extensively tested over many years in university education programmes around the world. Now in its second edition, Managing Organizational Change provides students with an insightful overview of change management that realistically reflects the needs of organizations today to respond to, include and empower their employees. Written by an experienced instructor and researcher, this textbook is ideal for undergraduate and postgraduate students of change management and for those aspiring to become managers and consultants. New to this Edition: - An extended coverage of diagnosis and intervention with an emphasis on appreciative inquiry - Revised cases and newer conversational episodes from a wide variety of conversational settings - A variety of activities designed to engage students and enhance their learning outcomes Accompanying online resources for this title can be found at bloomsburyonlineresources.com/managing-organizational-change-2e. These resources are designed to support teaching and learning when using this textbook and are available at no extra cost.

Managing The Dream *Basic Books*

Warren Bennis has become synonymous with leadership, exploring all its dimensions as both practitioner and scholar for over four decades. Managing the Dream is an intimate portrait of leadership, comprising over a dozen essays that represent the author's most incisive and creative thinking. It features many of Bennis's most recent works, including "The End of Leadership," and a new preface reflecting on the challenge of leadership in the new millennium.

Dynamics of Organizational Change and Learning *John Wiley & Sons*

This handbook focuses on the complex processes and problems of organizational change and relates current knowledge of individual and group psychology to the understanding of the dynamics of change. Complementary and competing insights are presented as overviews of theory and research. Offers helpful insights about choosing models and methods in specific situations. Chapters by international authors of the highest quality.