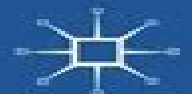


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Managing Organizational Change

Process, Social
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interconnected It offers a strong theoretical understanding of change creativity and innovation along with practical guidance and ideas for organizational change and development The fourth edition comes with lots of brand new case studies and examples from around the world extra content on innovation and technology extended discussion and an additional chapter on the people aspects of change that includes culture sensemaking and temporality Written in an engaging and accessible style this book is essential for those studying organizational change management or creativity and innovation

Managing and Leading People through Organizational Change Julie Hodges, 2025-08-03 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

Reshaping Change Patrick Dawson, 2019-05-22 This book views change as an ongoing process that should not be solidified or treated as a series of linear events In drawing on data collected from over 40 years of research it highlights the theoretical and practical value of using a processual perspective Illustrative examples from a range of organizations including Micro X General Motors Pirelli Cables BHP Billiton Royal Dutch Shell British Rail British Aerospace Hewlett Packard Laubman and Pank and the CSIRO make the approach understandable and accessible to both researchers and practitioners In a theoretical exploration of temporal context sociomaterial relations and power political processes the dynamics of changing organizations is brought to the fore and the implication for reshaping change examined On the practice of engaging in longitudinal research study design data collection and processual analysis as well as the write up and dissemination of findings are all considered This is an innovative and highly practical research monograph that captures the truly complex processes of changing organizations and illustrates how these are best understood from a processual perspective

Effective Organizational Change Einar Iveroth, Jacob Hallencreutz, 2015-08-14 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

Organizational Change and Temporality Patrick Dawson, Christopher Sykes, 2016-04-28 Organizational Change and Temporality Bending the Arrow of Time looks to address the important area of time and temporality especially as it relates to frameworks and studies for explaining change processes in organizations It commences with a selective history on the science and philosophy of time before examining the place of time in work and employment and the presence and absence of theorized time in explanations of organizational change The intention is to bring to the fore concepts and debates that have largely remained hidden furthering our knowledge and understanding of time and temporality in changing organizations The authors provide a more informed theoretical explanation of the temporal dimensions of organizational change They examine the concepts and debates behind change theories philosophical positions and scientific concerns on time and material existence drawing connections that have previously remained unexplored This book is key reading for researchers within the organizational change world and will further the academic debate of time and temporality in organizations studies

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Ethics and Innovation in Public Administration Gilles Rouet,Stela Raytcheva,Thierry Côme,2024-09-12 This edited volume analyzes the ethics of innovations in the public sector in Europe The book presents a theoretical analysis of empirical cases deepening the understanding of innovation in public administration by identifying common processes across various local contexts It also delves into the study of the European Union s ethics and values exploring their impact on innovation at both European and local levels Additionally the book features comprehensive case studies encompassing different sectors professions and statuses within public administration providing a multifaceted examination of innovation s complexities By considering multiple perspectives including those of citizens politicians managers trade unions NGOs and political leaders the book offers a holistic understanding of the ethical challenges associated with innovation in public administration It also addresses intrapreneurship successful initiatives struggles and resistance to change training for elected representatives and the integration of an ethical approach into local authority communications As such this volume will be an essential resource for scholars practitioners policymakers and anyone navigating the intricate landscape of ethical decision making in European public administration

Clean, Green and Responsible? Gabriel Eweje,Ralph J. Bathurst,2019-07-22 New Zealand and Australia are broadly considered to be countries in which sustainability and

responsibility discourses are being pursued by governments and business alike and in which incentives and initiatives are helping confront and overcome sustainability related challenges This book takes a closer look behind and beyond the marketing mantras of both Australia's and New Zealand's clean and green campaigns and on the basis of representative examples and cases critically evaluates the status quo The book assesses the effectiveness of sustainability and responsibility models with a focus on the South Pacific and argues that the ways in which issues have been dealt with in this more closely defined geographical region are most likely a good indicator of how similar issues are or soon will be dealt with around the globe As such the book offers a rich source of cases on sustainability and responsibility in the business arena a critical review and an inspirational affirmation of responsible business practice Transforming Organizations in Disruptive Environments Igor Titus Hawryszkiewicz, 2021-11-18 This textbook provides a design approach to the topics of innovation and disruption by drawing on a variety of tools techniques and methods and focusing on solutions that combine data and technology The premise of the book is the creation of value for the organisations stakeholders and community to enable creative transformation The book highlights the importance of value and using knowledge to create a seamless roadmap that adds to stakeholder values through best practice business processes that use technology in innovative ways Written in a clear simple and concise manner avoiding complicated constructions and jargon the book includes rich illustrations and summaries and case studies that follow the roadmap at the end of each chapter *Relational Perspectives on Leading* Mette Vinther Larsen, 2015-06-09 Relational Perspectives on Leading discusses leadership from a relational and social constructionism perspective as practiced on an everyday basis between people The book pursues a fast growing practice based approach particularly within the Anglo Saxon parts of the world to organization studies and organizational phenomena *Research in Organizational Change and Development* Debra A. Noumair, Abraham B. (Rami) Shani, Danielle P. Zandee, 2023-01-16 Volume 30 of Research in Organizational Change and Development brings together contributions from colleagues around the globe with powerful insights and potentially relevant impact for researching and practicing organization change and development during and post the pandemic **Supervision** Chris Beckett, 2020-11-04 Supervising work that takes place outside your view is a challenge as is making the best use of the supervision you receive This guide aims to help both supervisors and supervisees use supervision to maximise learning and to support best practice

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