

Study Guide to Go

Chapter 14: Managing Change and Conflict

Chapter Outlines

Change: Organizational and Individual Perspectives

Types of Organizational Change

Individual Reactions to Change

Overcoming Resistance to Change

Why Do Employees Resist Change?

Strategies for Overcoming Resistance to Change

Making Change Happen

Planned Change Through Organization Development (OD)

Unofficial and Informal Grassroots Change

Managing Conflict

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Resolving Conflict

Glossary

anticipatory changes planned changes based on expected situations.

reactive changes changes made in response to unexpected situations.

incremental changes subsystem adjustments required to keep the organization on course.

strategic changes altering the overall shape or direction of the organization.

organization development (OD) planned change programs intended to help people and organizations function more effectively.

unfreezing neutralizing resistance by preparing people for change.

refreezing systematically following up a change program for lasting results.

More Perfect Union Cengage Learning Study Guide

SJ Ball



More Perfect Union Cengage Learning Study Guide:

More Perfect Union Cengage Learning Study Guide Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has been apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**More Perfect Union Cengage Learning Study Guide**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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