

MANAGING RADICAL ORGANIZATIONAL CHANGE



Karen L. Newman
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Managing Radical Organizational Change

Laurie Lewis



Managing Radical Organizational Change:

Managing Radical Organizational Change Karen L. Newman, Stanley D. Nollen, 1998-07-16 One of the opportunities presented by the breakup of the former Soviet Union is that organizational science scholars have been able to study radical changes companies must make in order to adapt to different economic and social goals Authors Karen L Newman and Stanley D Nollen had the opportunity to examine in depth how companies in central Europe Poland Hungary Slovakia and the Czech Republic made the unprecedented move from a centrally planned system to a market economy They present the results of that analysis in Managing Radical Organizational Change along with new theory they have developed about managing radical organizational changes In addition they provide a framework and practical guidelines that will help current and future international business leaders manage change more effectively The book provides rich case histories of companies in transition Seven of these cases appear in the appendix and are suitable for use as stand alone cases in an MBA level or executive development courses The primary audience for Managing Radical Organizational Change includes scholars and advanced student studying organizational change and international business A secondary audience exists in executive development courses that focus on business in central and eastern Europe Organizational Change David Collins, 1998 This book provides an original analysis of change management in organizations in the light of wider sociological perspectives and critically examines the theoretical frameworks underpinning many contemporary accounts of organizational change

Organizational Change Management Strategies in Modern Business Goksoy, Asli, 2015-10-30 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

Management Keith Grint, 2013-06-10 This is a lively introduction to management covering an array of management orthodoxies and demonstrating through contemporary sociological theory that many of the old approaches are in need of reconstruction **Organizational Evolution** Gerald J. Skibbins, 1974 *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. Organisational Change, 2005. Managing Relationships in Transition Economies Nancy K. Napier, David C. Thomas, 2004-02-28. The transition from socialist or communist economy to market economy in many countries has been dramatic, unpredictable and mostly on the surface observable in new consumption patterns or higher standards of living. But deeper change in the managerial mindset in these new market economies has been much slower and less evident. It is crucial to business success for foreign managers to understand their transition economy counterparts. This book examines the interactions that foreign and transition economy managers have in building business relationships, the influences behind those interactions, how the interactions themselves change over time and how to manage the process of building relationships more smoothly. Managing Change in Organizations Stefan Sveningsson, Nadja Sörgärde, 2023-12-04. Managing Change in Organizations, second edition, explores a broad range of perspectives on change management, encouraging critical reflection and making sense of a complex field of theories. Its unique approach, based around three key perspectives of change, will help you to understand how change is accomplished: the tool perspective, what change means for those involved, the process perspective, why change is initiated and whether it is necessary, the critical perspective. Updated throughout to include new examples, case studies and exercises, this essential text offers you the chance to learn pragmatic tools for managing change as well as gain an in-depth understanding of different theories and their values. Stefan Sveningsson is Professor of Business Administration at the School of Economics and Management, Lund University. Nadja Sörgärde is Senior Lecturer in Business Administration at the School of Economics and Management, Lund University. Organization and Management in the Embrace of Government Jone Pearce, 2001-05. Organization and management issues affecting international business decisions are very important to today's managers. This book provides understanding of particular international government and organizing issues across national boundaries. Managing Change, Creativity and Innovation Patrick Dawson, Constantine Andriopoulos, 2017-03-20. A fresh approach to managing organizational change by looking at it as complex, dynamic and messy, as opposed to a series of neat, linear stages and processes leading to success. Key to the approach is the idea that change, creativity and innovation all overlap and interconnect rather than being three separate areas of study and that managing the three together is central to organizations having the competitive edge in developing new technologies and techniques, products and services. The book

continues to offer practical guidelines as well as a theoretical understanding of change creativity and innovation It delivers an equal balance of critical perspectives and sound ideas for organizational change and development and presents the idea that change can be proactive driven by creativity and innovation The new edition includes additional change management content including learning personal change managing the self employability developments in conventional Organizational Development and new emergent forms including appreciative inquiry Along with a series of rich international case studies including TNT Australia Amazon Leeds Rhinos Jerusalem Paints Alpha Pro Pump and KPMG It is supported by a range of learning and revision aids including reflective exercises review and discussion questions and hands on research tasks All of which help students to reflect on the material covered and provide a source for more open group discussion and debate A companion website accompanies the book with additional material including PowerPoint slides for lecturers and video links and access to SAGE journal articles for Students Suitable for upper level undergraduates and postgraduate students

Managing Innovation Joe Tidd, John R. Bessant, 2024-11-19 The new edition of the bestselling textbook on Innovation Management provides a strong knowledge base and a creative and entrepreneurial management mindset Acclaimed for its practical evidence based tools and resources Managing Innovation provides the knowledge base required to manage innovation technology and new product development With an integrated process approach this classic textbook helps students understand and develop the unique skill set required to manage innovation and innovation processes in the commercial public and social sectors Fully updated with new data new methods and new approaches the eighth edition of Managing Innovation emphasizes real world application over abstract theory Numerous practical and experience tested processes models and tools help students develop a productive innovation management mindset accompanied by a wealth of case studies and examples illustrating that successful innovation management is much more than managing a single aspect such as creativity entrepreneurship or product development Offering a strong empirical approach that is supportive of tailored experimentation Managing Innovation Integrating Technological Market and Organizational Change Eighth Edition is the perfect textbook for MBA MSc and final year undergraduate management and engineering courses on innovation and a must have resource for professional training courses seminars and workshops New to this Edition Updated chapters on digital innovation business model innovation open innovation user innovation social and sustainable innovation service and crowdsourcing Enhanced presentation of material organized around a clear process model reflecting the new ISO standard for innovation systems Additional web resources including video audio podcasts case studies innovation tools and interactive exercises and tests New Research Notes present the latest empirical findings from academic studies to deepen students knowledge New Views from the Front Line sections connect chapter topics to the actual experiences and challenges of practicing innovation managers Expanded Innovation Portal for students and instructors containing searchable innovation tools cases and exercises

Organizational Change Laurie Lewis, 2011-03-21 Organizational Change integrates major

empirical theoretical and conceptual approaches to implementing communication in organizational settings Laurie Lewis ties together the disparate literatures in management education organizational sociology and communication to explore how the practices and processes of communication work in real world cases of change implementation Gives a bold and comprehensive overview of communication research and ideas on change and those who bring it about Fills in an important piece of the applied communication puzzle as it relates to organizations Illustrated with student friendly real life case studies from organizations including organizational mergers governmental or nonprofit policy or procedural implementation or technological innovation Winner of the 2011 Organizational Communication NCA Division Book of the Year **Information**

Management: The Organizational Dimension Michael J. Earl, 1996-03-28 This volume is a sequel to Information Management The Strategic Dimension OUP 1988 a book which was well received by managers and academics alike In the last decade the pervasiveness of information technology IT has brought about far reaching changes in how many managers and specialists work and indeed in how we conceptualize the organization The correspondence between new organizational terminology and the language of IT demonstrates this networked virtual and knowledge based organizations inter organizational alliances distributed organizations and groupware all being examples For some IT represents a solution to many organizational and operational problems including the advocates of Business Process Re engineering and the most likely way to improve business performance and gain competitive advantage At the same time for many managers and organizations the reality is that the risks costs false trails and difficulties seem to outweigh any immediate tangible advantage The purpose of this book is to take an informed dispassionate and constructive look at the challenges of IT and to offer insight analysis and guidance on the ever changing IT environment focusing in particular on managerial and organizational issues These include centralization versus decentralization relations between users and specialists managing the IS function outsourcing versus internal capabilities project management and systems implementation and an assessment of Business Process Re engineering at both the conceptual and empirical level Section 1 looks at some of the organizational horizons made possible by information technology the next section tackles some of the challenges that face organizations who want to exploit IT in innovative and strategic ways Section 3 examines some of the eternal questions of how to organize the IS function In Section Four the contributors look at various aspects of project management and systems implementation The next section examines some contemporary management questions on the agendas of Chief Information officers and their IS departments Michael Earl s postscript integrates the volume through the framework of organizational fit The book provides an authoritative overview and helpful diagnostics of current information management challenges by some of the leading information systems researchers in Europe and the USA The volume will be essential reading for management students consultants and senior IT professionals Hardback Sales Details Published 28 03 96 First year sales Total 650 UK 264 USA 177 EUR 76 JAP Branch 88 Other 45 Life sales 894 **Organizational Change** Tupper F. Cawsey, Gene

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comprehensive review of classic organizational behavior theories and approaches illustrated with updated case studies The sixth edition includes new material on ethical considerations international contexts with renewed attention to Africa and Asia environmental pressures and responses groups and intergroup processes and the vital importance of building change readiness in any organization Upper level business and technology students as well as professionals in executive education courses will find the book a useful guide to all facets of organizational behavior A companion website featuring an instructor manual test bank and PowerPoint slides provides additional support for students and instructors Thinking about Management Ian Palmer, Cynthia Hardy, 2000 This radical text presents central management questions that managers and students need to work with and understand Key debates in management theory are taken out of their academic setting and discussed in relation to management experience Exercises examples illustrations and summaries bring the problems and dilemmas alive for the student From people management to organizational culture leadership to learning institutional power to individual innovation the multi faceted territory of management is explored and opened up

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