

Sharing Knowledge

The Why and How of
Organizational Change

François Dupuy



Sharing Knowledge The Why And How Of Organisational Change

**William A. Pasmore, Richard W.
Woodman, Abraham B. (Rami) Shani**



Sharing Knowledge The Why And How Of Organisational Change:

Narratives of Organisational Change and Learning Stefanie Reissner, 2008-01-01 Narratives of Organisational Change and Learning investigates change and learning through the comparative and contextual analysis of organisational stories. It focuses on how organisational actors make sense of and learn from profound change as exemplified by three manufacturing firms from Britain, South Africa and Russia. The interaction between organisational change and wider social, economic and political changes in the organisations' environments and their impact on the organisational actors' identity is examined. The book also explores the complex responses to organisational change epitomised by patterns of stories prevalent in each of the three organisations as well as the important insights into often unacknowledged narrative processes of learning which result from profound change.

ICT Innovations 2010 Marjan Gusev, Pece Mitrevski, 2011-03-01 This book constitutes the refereed proceedings of the Second International Conference ICT Innovations 2010 held in Ohrid, Macedonia, in September 2010. The 33 revised papers presented together with 5 invited papers were carefully reviewed and selected. The papers address the following topics: internet applications and services, artificial intelligence, bioinformatics, internet mobile and wireless technologies, multimedia, information systems, computer networks, computer security, e-business, cryptography, high performance computing, social networks, e-government as well as GPU computing.

Sharing Knowledge Making a Difference World Association for Sustainable Development. International Conference, 2011 Information communications technologies (ICTs) are generally viewed as the new vehicle to redress developmental problems. The book assesses the value of such claims by analyzing the structure and workings of the global political economy (GPE) and its impact on and prospects for developing countries in the current techno-economic context. The book uses a case study of the Caribbean to illustrate the challenges and opportunities faced by small island developing states (SIDS) in the new techno-economic paradigm. The question must be asked: can small island developing states such as those of the Caribbean leverage modern ICTs for growth and development against the backdrop of a yawning global digital divide? Hence the book addresses the central problem of the digital divide and whether emerging ICTs offer any real economic opportunities for the Caribbean region.

Organisational Change: Development and Transformation Dianne Waddell, Andrew Creed, Thomas G. Cummings, Christopher G. Worley, 2019-08-01 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. *Organisation Change: Development and Transformation* takes both an organisational development and transformational approach to change to reflect the environment of change faced by organisations today. With the field of organisational change continuing to evolve especially in an international context, future directions of change management are also discussed. To emphasise the relationship between theory to practice, this text provides 10 local and international case

studies practitioner vignettes and a suite of online cases supported by a case matrix *Knowledge Dynamics: Exploring Intersections and Impacts* Arop Deng Kuol Arop, Anna Wanjiru, Chris Paul, Alexa Ben, Natalie James, Dr. Ben Kajwang, PhD, 2023-03-14 TOPICS IN THE BOOK Difference between Sports and Hobbies Effect of Knowledge Management on Firm Performance and Competitiveness Knowledge Management Practices in Agribusiness Firms Effectiveness in Knowledge Sharing Practices in Governmental Service Firms The Effect of Organizational Characteristics on Interdepartmental Knowledge Sharing The Critical Issues of Knowledge Management and Sharing Across Service Agencies Influence of Ethical Practices on Performance of Insurance Firms in Kenya The Role of Organisational Change Management in Offshore Outsourcing of Information Technology Services T. R. Ramanathan, 2009-03 This research study seeks to understand the nature of organisational change with respect to offshore outsourcing of information technology services in a multinational pharmaceutical company and to examine the effectiveness of approaches used to manage this change so that lessons may be drawn from these experiences Despite the abundant literature on effective organisational change management the key factors that need to be managed properly at different stages of the offshore outsourcing process are not well understood The research adopts a processual view to paint a broad picture of the issues involved in these different stages A generic process model of change based on the review of the change literature was first developed to represent how change was intended to occur This model focuses on the following four stages in the change process context diagnosis and planning implementation and institutionalisation The research employs an interpretive case study approach and draws on fieldwork from three independent information systems departments cases of the company where offshore outsourcing programmes were implemented Qualitative data from semi structured interviews direct observation and document analysis are analysed by applying the generic process model to produce a detailed account of the way in which change was managed in the case organisations The findings reveal that a combination of contextual factors both external and internal to the company influenced the adoption and use of offshore outsourcing in the case organisations Externally the economic forces were found to be the main catalyst for the change while internally the role of the executive leadership and the lack of internal resources further explain the motivations behind the adoption of offshore outsourcing The study illustrates that achieving successful outcomes from offshore outsourcing activities critically depends on the organisation adequately addressing a number of factors such as conveying a sense of urgency developing and communicating the vision identifying the benefits of change and how they will be delivered generating short term wins providing education and training developing a fit between the change and organisational culture etc throughout the change process The findings also highlight the effects of offshore outsourcing on the case organisations including change in job roles and responsibilities and organisational learning activities that enable corrective actions to improve change management efforts An important contribution of this research is the development of a model providing a more comprehensive understanding of the change process associated with the implementation of offshore

IT outsourcing Recommendations for policy makers and change managers to improve change management practice based on the research findings as well as recommendations for further research form a significant part of the conclusions

Proceedings of the 25th European Conference on Knowledge Management Dr. Nora Obermayer, Dr Andrea Bencsik, **Research in Organizational Change and Development** William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2011-07-07 In this diverse volume new methodologies are introduced such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts Beer Jazz as a metaphor for organizational improvisation Bernstein and new theories for understanding change processes Gomez Ballard *Integrating Human Aspects in Production Management* Gert Zülch, Harinder Singh Jagdev, Patricia Stock, 2006-01-03 In recent years the situation of production enterprises has been aggravated by the change from a vendors market to a buyers market the globalisation of competition a severe market segmentation and rapid progress in product and process technologies Beside cost and quality time has taken on an increasingly important role forcing enterprises to become ever more dynamic and versatile Therefore in all areas of production management novel effective concepts procedures and tools have been developed in order to meet these new requirements But beyond these more technical organisational and information technology related aspects there is certainly another one which has to be considered more closely than ever before namely that of human resources Is not group technology also related to group work Do partners in a global network only operate according to predefined process schemes with no personal contact Are the mental process models of the programmers of ERP systems the same as those of the users What is the impact of human behaviour and what consequences are to be expected if organisational and individual objectives are separated And finally how do necessary technological changes affect the workforce and the individual needs and wishes of the employees **The Innovation Imperative Contributing to Productivity, Growth and Well-Being** OECD, 2015-10-14 Well timed and targeted innovation boosts productivity increases economic growth and helps solve societal problems But how can governments encourage more people to innovate more of the time And how can government itself be more innovative The OECD Innovation Strategy provides a set of

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