Ken Hultman

Making Change Irresistible

Overcoming
Resistance to
Change in Your
Organization

Making Change Irresistible Overcoming Resistance To Change In Your Organization

William J. Rothwell

Making Change Irresistible Overcoming Resistance To Change In Your Organization:

Making Change Irresistible Ken Hultman,1998 Building on a clear presentation of the psychological factors that determine whether individuals embrace or resist change this far reaching work describes how to identify the source intensity and focus of a person s resistance to change in organizations and provides the tools for overcoming individual resistance and increasing team effectiveness   Leading Missional Change Paul J. Dunbar,Tony Blair,2013-04-02 It seems that nearly everyone is talking about missional change for congregations As a result many church leaders are attempting to drive that kind of change for the ministries they lead Some succeed But many others hit a wall of considerable frustration as they find that congregations resist the very change that is so needed The reasons for this resistance are many and they are explored in this volume What is required to move a church from resistance to readiness Some resistance is deeply rooted in spiritual patterns But there are other reasons as well and they center on trust personal trust in the leaders who offer missional change For this work the authors have done extensive primary and secondary research to identify patterns and behaviors that invite missional leadership More than that they ve lived this out in their own ministries as pastors of traditional congregations This book thus offers compelling first person stories and congregational case studies alongside more generalized findings Leading Missional Change was written to support pastors and other church leaders who experience resistance to share wisdom and experience that may lead to readiness and to give hope and encouragement toward a re energizing of your own congregation

Leadership Resources Center for Creative Leadership, Greensboro, NC.,2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEJ   **The Social Change Model** Kristan C. Skendall,Daniel T. Ostick,Susan R. Komives,Wendy Wagner,2017-01-30 A comprehensive guide to using the Social Change Model in all types of curricular and co curricular settings This book is designed to provide leadership educators with a wealth of classroom and workshop activities discussion and reflection questions assignment suggestions and additional resources such as video clips and supplementary readings It also includes several case studies for students to consider the implications of applying all eight elements of the Social Change Model in a variety of contexts The Social Change Model of Leadership Development upon which the book is based was designed by well known leadership educators and received wide acclaim and use The

validity of this model has been established through a number of research studies including the Multi Institutional Study of Leadership Written by leading experts and developers of the Social Change Model who often present and consult on the topic Helps curricular and co curricular leadership educators teach the Social Change Model through individual and group activities reflection questions and discussion questions Walks course or workshop facilitators through the entire process of teaching the content and facilitating and debriefing activities If you re a leadership educator of high school undergraduate or graduate school students The Social Change Model Facilitating Leadership Development is indispensable reading Please note that The Social Change Model Facilitating Leadership Development is intended to be used as a Facilitator s Guide to Leadership for a Better World 2nd Edition 978 1 119 20759 7 in seminars workshops and college classrooms You ll find that while each book can be used on its own the content in both is also designed for use together A link to the home page of Leadership for a Better World can be found below under Related Titles   **Values-Driven Change** Ken Hultman,2006-05-26 Do you want change driven values or values driven change As criteria for making decisions and setting priorities values should be considered before taking action In response to immediate pressures however many organizations allow change to drive values rather than the other way around This practice leads to shortsighted decisions that jeopardize long term success Ken Hultman critically acclaimed author and one of the world s leading authorities on organizational values draws from his knowledge and expertise of over 30 years to bring forth an important compilation of theoretical concepts instruments and exercises designed to help today s leaders managers and OD practitioners develop and maintain values driven organizations Using a systems approach and packed with practical strategies tools and seven proven instruments this book gives you the resources necessary to make values the focus for Team change Personal change Organizational change and Multi level change personal team and organizational   **The Manager as Change Leader** Ann Gilley,2005-10-30 In The Manager as Change Leader Ann Gilley examines the complexities of change from the manager s perspective providing readers with the tools to help themselves their employees and their colleagues successfully engage in the change efforts that will propel their organizations into the future In a challenge to traditional approaches which presume that organizational change will occur once an initiative has been launched Gilley focuses on the challenges that managers face when others resist change before during and even after the process has been implemented She explains that resistance to change is natural and inevitable and offers practical approaches to overcoming organizational inertia focusing on the specific skills in leadership management problem solving communication and personal relationships that contribute to successful change Featuring a wide array of diagnostic and development tools worksheets and references The Manager as Change Leader will become an indispensable resource for any manager faced with leading or navigating a change program whether large scale or small To say that businesses today must contend with constant change is an understatement New technologies new competitors new markets new products new employees if your company is not already anticipating their impact you ve fallen behind the curve And yet

as managers acknowledge and even embrace change as a reality of organizational life the success rate of change efforts is perilously low In The Manager as Change Leader Ann Gilley examines the complexities of change from the manager s perspective providing readers with the tools to help themselves their employees and their colleagues successfully engage in the change efforts that will propel their organizations into the future **Change Basics** Linda Russell,Jeffrey Russell,2023-05-26 A single reference source for understanding leading and managing the change process to skillfully translate vision into results Change Basics will enable you to skillfully introduce and manage change With an essential background on reasons for initial resistance and an analysis of possible outcomes it provides specific strategies to counter opposition and implement a change initiative in your organization *Organization Development at Work* Margaret Wheatley,Robert Tannenbaum,Paula Yardley Griffin,Kristine Quade,National OD Network,2003-10-27 Organization Development at Work a title in The Practicing OD Series is a collection of conversations among leaders practitioners and educators in the organization development OD field Throughout the book experienced professionals share their best thinking about principles practices values and the future of OD In this valuable resource nearly 100 contributors share their operating principles successful models tools application tips and important insights from their years of practice Written for organization development practitioners consultants and anyone who is considering a career in OD Organization Development at Work will highlight the points of view that define the values controversy so you will be better able to clarify your own position on values based work As you read contributors stories you will be able to compare your career path with others in the field In addition this book offers perspective on the debate about global work with advice for practitioners seeking to do work on foreign soil You will feel as if you are in a conversation with friends mentors and colleagues who are freely sharing their experiences questions and concerns *Engaging Resistance* Aaron Anderson,2011-01-25 Engaging Resistance How Ordinary People Successfully Champion Change offers an empirically based explanation that expands our understanding about the nature of resistance to organizational change and the effects of champion behavior The text presents a new model describing how resistance occurs over time and details what change proponents can do throughout three engagement periods to effectively work with hesitant colleagues The book s findings are illuminated by examples of six different resistance cases embedded in the transformation sagas of two real world organizations A fundamental premise of this work is that resistance should not be something to avoid or squash as people work to change their organizations In fact resistance can be viewed as a natural healthy part of an organic process When engaged properly resisters can help to improve change efforts and strengthen an organization s overall transformation **Assimilating New Leaders** Diane Downey,2001 Leadership for a Better World Susan R. Komives,Wendy Wagner,2012-06-14 Praise for Leadership for a Better World What a powerful very needed and welcome sequel to A Social Change Model for Leadership Development Guidebook It is a book for students faculty and everyone who engages in leadership for social change for a better world It is an inspiring and

liberating book in that it validates each one of us as we discover and practice the gifts we have been given Helen S Astin professor emerita of higher education and senior scholar Higher Education Research Institute UCLA While simple schemes and models of leadership can have their appeal the more challenging view proposed in Leadership for a Better World is not only more realistic but infinitely more fulfilling This form of leadership calls us to look at our own deep yearnings and then respect those of others in the amazing global community of the twenty first century Denny Roberts assistant vice president for faculty and student services Qatar Foundation Positing that social change is at the heart of the leadership experience Leadership for a Better World answers the question of leadership for what purpose Grounded in student experiences this book includes student voices stories and contemporary case studies Written in an informed and approachable tone it provides a coherent set of guiding principles about how knowing oneself meaningfully engaging with others and adopting a systems perspective can promote the socially responsible leadership so needed in the world today Julie E Owen assistant professor Leadership and Integrative Studies George Mason University **A Practicum in TESOL** Graham Crookes,2003-07-14 A Practicum in TESOL is a valuable source book for both teacher educators and classroom teachers It ranges widely across key areas of practice from the nitty gritty of lesson planning and classroom management through conceptual areas such as motivation and observation to crucial if more abstract aspects such as teachers beliefs and values It also delves into the moral and political dimensions of teaching Discussion of these areas though well grounded in relevant academic literatures is also supported by extensive quotes from real teachers working on their practice The treatment is sufficiently challenging to interest the experienced teacher while covering matters of basic practice that would be of concern to the beginner Anyone doing a TESOL practicum will want to use this book whether as an in service teacher or as a teacher longing to further their professional development A Practicum in TESOL can be used individually or in groups *Recentering Learning* Maggie Debelius,Joshua Kim,Edward J. Maloney,2024-12-03 This work provides a detailed look at how teaching and learning in higher education has changed after the pandemic Change Management in Information Organizations Zhixian Yi,2024-09-10 Against the background of the acceleration of change caused by the COVID 19 pandemic Change Management in Information Organizations presents topics in change management for information organizations that are of practical help for rapidly adapting to and managing changing circumstances As organizations re examine practices services and resources and innovate for competitive advantage the book offers theoretical and evidence based material including empirical research and insights from academic library directors It introduces fundamental concepts of change management enabling professionals to conceptualize plan set up carry out and evaluate change Across twelve chapters this book provides a solution for those managing change in information organizations bringing them up to speed on models approaches and methods of change management The book enables information professionals academic librarians archivists museum specialists library managers and administrators university administrators and graduate students in library and information science to

successfully negotiate the new realities Presents key topics in change management for information organizations Gives empirical insights into the process of change management for information organizations Offers a good understanding of approaches and methods for conceptualizing planning carrying out and evaluating change Provides methods and approaches to assess the effectiveness of change management Concentrates on the unique situation and needs of change in information organizations   Evaluating Human Resources Programs Jack E. Edwards,John C. Scott,Nambury S. Raju,2007-05-04 Evaluating Human Resources Programs is a groundbreaking book that offers readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader It provides a practical framework for adjusting and realigning strategies across all types of HR programs The authors outline a proven six phase process that will maximize the likelihood of a successful HR program evaluation including real world techniques strategies and examples to illustrate their recommended steps and actions   **The Encyclopedia of Human Resource Management, Volume 1** William J. Rothwell,2012-03-12 The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management HRM and addresses the myriad challenges faced by today s human resource professionals Volume 1 puts the focus on the definition of terms and practices that are most relevant to today s human resource management HRM professionals The contributors bring an up to date perspective of HRM definitions and practices and for ease of access the terms are presented in alphabetical order Each contributor includes the most recent research on a particular topic and summarizes a new and progressive definition of these important terms The book begins with an enlightening discussion of the evolving practice of talent management and contains the following topics Affirmative Action Assessment Business Ethics Campus Recruitment Career Development Compensation Drug Tests Employee Relations Flexible Benefits Glass Ceiling HR Metrics and Analytics Mergers and Acquisitions National Labor Relations Act Quality Circles Recruitment and Selection Self Directed Work Teams Social Responsibility Strategic Human Resource Management Training Needs Analysis Work Family Balance and more The Encyclopedia of Human Resource Management gives human resource professionals the knowledge information and tools needed to implement the best practices in the field   **Identity and Strategy** Olaf G. Rughase,2006 This book exemplifies one of the most complete and rigorous examples of scholarship relative to its subject matter that I have ever seen Russell L Ackoff University of Pennsylvania US This is a book written by someone who makes a living from helping organizations make strategy It is also though written by a scholar someone who has thought hard about the topic and knows what other scholars think This mix makes a book that is both thorough well argued and yet of great significance for consultants and managers It unashamedly takes an inside out view of strategy making and this is what makes it so practical It focuses on what those who manage want to do with their organization rather than on some notion of what they should do

The book takes the field of strategic management forward by bringing theory and practice together more management writing needs to come from practitioner scholars Colin Eden University of Strathclyde Graduate School of Business UK Olaf Rughase successfully unlocks important insights for creative market strategy development by linking it to central ideas about organizational identity He provides a compelling theoretical rationale and useful practical process insights for how to induce creative market strategy formation through articulating current desired organizational identities The book is clearly written the claims well documented and well illustrated providing a fresh and useful perspective on how to enable market strategies that work Jane E Dutton University of Michigan US In his well researched book Olaf Rughase introduces a new element into the concept of strategy which has so far been neglected to a surprising degree the human factor Strategy development certainly consists of data research analysis and synthesis but after all it is at least as much driven by fear and hope will and might the vision and the experience of the people involved Only approaches that take this into account can claim any relevance for real life strategy making Viewed in this light Olaf Rughase s book fills a gaping hole in the existing world of strategic thinking J rg Fengler Management Consultancy E ON Ruhrgas AG Germany Theorists and practitioners often underestimate the subtlety of each others thinking Rughase s work engages seriously with both groups and as a result is both deep and thoroughly practical This is a genuinely original contribution David Sims Cass Business School London UK this book is not just an academic treatise Its insights grow out of facilitating strategy making and one of these experiences is described in some detail There are many practical observations to be found here Political realities are acknowledged Alternative paths anticipated The ideas advanced here are in combination a genuine departure from past efforts The theoretic development which moves back and forth from experience to academic explanation is convincing From the foreword by Anne S Huff This groundbreaking book explores the relationship between organizational identity and strategy and proposes a practical strategy making process that helps to avoid the typical pitfalls in strategic change processes In doing so the author bridges an important gap in management and strategy literature and explains how to practically link content and process when designing market strategies A new conceptual framework is also presented which emphasizes the importance and dynamics of organizational identity and corresponding time discrepancies for strategy making Whilst most strategists use the economically and analytically best strategy as a measure Olaf Rughase introduces a new measure for strategy making that takes personal feelings values and aspirations of organizational members into account Claiming that individually desired organizational identities which can be seen as individual visions give direction motivation and impetus for strategy action and developme *Selecting and Implementing an Integrated Library System* Richard M Jost,2015-10-20 Selecting and Implementing an Integrated Library System The Most Important Decision You Will Ever Make focuses on the intersection of technology and management in the library information world As information professionals many librarians will be involved in automation projects and the management of technological changes that are necessary to best meet patron and

organizational needs As professionals they will need to develop numerous skills both technological and managerial to successfully meet these challenges This book provides a foundation for this skillset that will develop and acquaint the reader with a broad understanding of the issues involved in library technology systems Although a major topic of the book is integrated library systems a fundamental cornerstone of most library technology the book also explores new library technologies such as open source systems that are an increasingly important component in the library technology world Users will find a resource that is geared to the thinking and planning processes for library technology that emphasizes the development of good project management skills Embraces both technology and management issues as co equals in successful library migration projects Based on the experiences of a 20 year career in libraries including three major automation project migrations Includes increasingly relevant subject matter as libraries continue to cope with shrinking budgets and expanding library demands for services Contains the direct experiences of the University of Washington system in the Orbis Cascade Alliance project a project uniting 37 libraries across two states that combined both technical and public service functions

Exploring Digital Resilience Roberta Cuel,Diego Ponte,Francesco Virili,2022-07-23 This book explores multidimensional issues concerning digital resilience and analyzes how people and organizations maintain enhance and protect value stemming from digital technologies Society is now heading for a future in which organizations and people will increasingly depend on digital technologies yet to date many are still unaware of the scale and risks associated with the digital transformation As a result there is an urgent need for digital resilience to drive a fundamental shift in the way people and organizations understand digital technologies risks and opportunities The book gathers a selection of the best papers presented at the annual conference of the Italian chapter of AIS which took place in Trento Italy in October 2021 The diverse range of views put forward by the authors makes it particularly relevant for scholars and practitioners interested in organization and for all of us living in the digital transformation era **Handbook of Research on Cyber Approaches to Public Administration and Social Policy** Özsungur, Fahri,2022-06-10 During the COVID 19 era the functions of social policy and public administration have undergone a meaningful change especially with the advancement of digital elements and online and virtual functions Cyber developments cyber threats and the effects of cyberwar on the public administrations of countries have become critical research subjects and it is important to have resources that can introduce and guide users through the current best practices laboratory methods policies protocols and more within cyber public administration and social policy The Handbook of Research on Cyber Approaches to Public Administration and Social Policy focuses on the post pandemic changes in the functions of social policy and public administration It also examines the implications of the cyber cosmos on public and social policies and practices from a broad perspective Covering topics such as intersectional racism cloud computing applications and public policies this major reference work is an essential resource for scientists laboratory technicians professionals technologists computer scientists policymakers students educators researchers and academicians

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