

Managing Change: Cases and Concepts

Jick, Todd D.

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Managing Change Cases And Concepts

T. F. Cawsey, Gene Deszca



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Managing Change Todd Jick, 1993 **Managing Change, Changing Managers** Julian Randall, 2004 This book reviews and challenges the current literature on change management encouraging its readers to question and investigate popular thinking drawing best practice out of traditional theory **Managing Change, Creativity and Innovation** Patrick Dawson, Constantine Andriopoulos, 2021-04-28 This bestselling text brings a fresh and unique approach to managing organizational change taking the view that change creativity and innovation are 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 Initiating, Managing and Sustaining Strategic Change Magne Y. Orglund, 2016-07-27 This book focuses on how managers faced with environmental discontinuities should think about initiating managing and sustaining a strategic change initiative The ability of an organization to change fast has become a source of competitive advantage The book provides a model with concrete steps showing how to initiate manage and sustain strategic change an extensive literature review and an in depth case study

Organizational Change Management Strategies in Modern Business Goksoy, Ash, 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 **Organizational Change** Tupper F. Cawsey, Gene Deszca, Cynthia Ingols, 2015-04-17 Awaken mobilize accelerate and institutionalize change With a rapidly changing environment aggressive competition and ever increasing customer demands organizations must understand how to effectively adapt to challenges and find opportunities to successfully implement change Bridging current theory with practical applications *Organizational Change An Action Oriented Toolkit* Third Edition combines conceptual models with concrete examples and useful exercises to dramatically improve the knowledge skills and abilities of students in creating effective change Students will learn to identify needs communicate a powerful vision and engage others in the process This unique toolkit by Tupper Cawsey Gene Deszca and Cynthia Ingols will provide readers with practical insights and tools to implement measure and monitor sustainable change initiatives to guide organizations to desired outcomes **Toolkit for Organizational Change** T. F. Cawsey, Gene Deszca, 2007 This text is designed to assist students understand plan evaluate and implement effective change It bridges current organizational change theory with practical applications through exercises *Organizational Change* Gene Deszca, Cynthia Ingols, Evelina Atanassova, Tupper F. Cawsey, 2024-02-20 *Organizational Change An Action Oriented Toolkit* Fifth Edition is the ultimate guide that combines theory practical tools and real world examples to awaken mobilize and accelerate change while ensuring sustainable growth and achieving your organization s objectives **Managing Change** Todd D. Jick, Maury Peiperl, 2006 *Managing Change Cases and Concepts 3e* by Todd Jick and Maury Peiperl is comprised of six modules that introduce common threads in the ensuing case studies and readings on organizational change The materials in this edition cases and readings have been chosen and arranged to introduce change as an integrated process Cases in the text represent a wide variety of change situations Accompanying many cases are readings likewise chosen to reflect a broad range of issues Some readings provide theoretical underpinnings for a case supporting the action others challenge the action with alternative viewpoints Still others provide broader context views of the changing world for example or commentaries on how we look at change ideas that go well beyond the issues in any particular case **Change Management in Tourism** Christopher Kronenberg, 2008 *Consultation for Organizational Change Revisited* David W. Jamieson, Robert C. Barnett, Anthony F. Buono, 2016-03-01 As a follow up to a 2010 volume on organizational change related consulting the book continues to push our thinking about the dynamics involved in consulting with change leaders and intervening in the change process Consulting for organizational change is a special type of consultation with its own complex set of conditions and needs for a broad range of skills and competencies which include distinct needs for the client consultant relationship superior consulting facilitation skills an expertise in human and organizational systems and as emphasized in the volume the masterful use of self As with our prior edited collection this volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organization Development and Change book series The dual focus is intended to reflect the importance of quality consulting for change across both the management consulting and Organization

Development OD fields It follows a long history of interest in how consulting affects organization change what works and perhaps most importantly for generating theory and insight into the change process why it works The book contains fourteen chapters that frame the changing nature of the organizational change challenge explore the use of self in intervening in organizations and examine different change frameworks and perspectives sharing various reflections and personal insights into the underlying challenges of consulting to bring about organizational change Our underlying goal is to advance the theory and practice of effective organizational change consultation stimulating thinking and discussion among change practitioners and researchers so that this work and profession continue to grow and evolve

ENDORSEMENT Consultation for Organization Change Revisited offers a clear map of the dominant thinking about how consultants intervene to help organizations create an alternative future It nicely answers the question of What is Organization Development It also has a memory so that you see the arc of the field over time which gives an important perspective Organization change is complicated work this book makes it clearer Peter Block Author of Flawless Consulting

A Primer on Organizational Behavior James L. Bowditch, Anthony F. Buono, Marcus M. Stewart, 2007-11-19 This book introduces the reader to terms and concepts that are necessary to understand OB and their application to modern organizations It also offers sufficient grounding in the field that enables the reader to read scholarly publications such as HR CMR and AMJ This edition features new material on emotional intelligence knowledge management group dynamics virtual teams organizational change and organizational structure

Research in Organizational Change and Development Richard W. Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication

Change Management Frank Voehl, H. James Harrington, 2017-11-13 Change Management Manage Change or It Will Manage You represents a substantial core guidance effort for Change Management practitioners Organizations currently contend with increasingly higher levels of knowledge driven competition Many attempt to meet the challenge by investing in expensive knowledge driven change management systems Such systems

Change Lessons from the CEO Patrick C. Flood, Johan Coetsee, 2013-11-18 5 stars Exceptional a must read for any manager or leader Sarah Stocks Chartered Management Institute CMI This book is a highly effective meaningful and user friendly guide for anyone trying to manage change in a modern organisation today in Management magazine If you are looking for a book to give you some hints and tips as to how to manage change better this will be able to do this There are some great insights for anyone who is responsible for leading change Kyomi Wade Dialogue Review Real stories from real CEOs on implementing successful change initiatives in any organization Change is difficult In large organizations with established cultures managing change can be one of the biggest challenges for business leaders and managers Using a wealth of real stories from

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Change Management and the Human Factor Frank E. P. Dievernich, Kim Oliver Tokarski, Jie Gong, 2014-10-06 Change management and organizational development is unthinkable without people Human beings form its core as both subjects and objects of change This volume attempts to cut through to the core of change management to the people that stand at its heart and focuses on their intrinsic role in change management and organizational development Topics covered in this volume encompass the human element within organizational change how this impacts roles dynamics of team interaction and affects the workplace in teaching and learning settings It also addresses resistance to institutional and organizational change and the central role that agile management plays in this process

Sustaining Change in Organizations Julie Hodges, Roger Gill, 2014-12-01 Indispensable to understanding change this unique text provides a comprehensive examination of how change can be sustained within organizations today Featuring critical insights into theoretical concepts and current international examples the book provides an accessible way for students to enhance their understanding and develop the crucial skills need to be successful when managing and leading change in organisations Key Features Synthesizes what is known about change in organizations and then provides practical ways of sustaining it Contains an international range of case studies and interviews which link theory to practice throughout Explores key contemporary topics such as power politics ethics and sustainability for an enhanced understanding of current debates and issues Activities discussion questions and further reading in each chapter test your understanding of the key concepts and reinforce your learning End of book Glossary defines key terms for those new to studying change Comes with access to additional resources for students and lecturers including relevant SAGE journal articles to encourage wider reading

Understanding Organizational Change Jean Helms-Mills, Kelly Dye, Albert J Mills, 2008-09-10 This exciting new text fills the gap in the management literature on organizational change It presents a balanced view which raises questions about the imperative of

change who's interests are being served how change programmes impact on employees and why organizations continually engage in such programmes It gives readers a comprehensive history of change management literature types of change techniques over time i.e. TQM BPR Balanced Scorecard Six Sigma etc the role of management gurus in the rise and fall of management fashions the impact of organizational change on organizational members The authors provide case vignettes of companies from both sides of the Atlantic which have undergone some of the better known change techniques and explore the reasons for their successes and failures This is an innovative and important new text for students of organizational behaviour organizational change strategy and HRM

Set-up-to-Fail Syndrome Jean-Francois Manzoni, Jean-Louis Barsoux, 2007-02-01 Do you have an employee whose performance keeps deteriorating despite your close monitoring Brace yourself You may be at fault by unknowingly triggering the set up to fail syndrome Perhaps things started off swimmingly But then something a missed deadline a lost client made you question the person's performance You began micromanaging him Suspecting your reduced confidence he started doubting himself and stopped giving his best You viewed his new behavior as additional proof of mediocrity and tightened the screws further In The Set Up to Fail Syndrome Jean Francois Manzoni and Jean Louis Barsoux show how this insidious cycle hurts everyone employees stop volunteering ideas preventing your organization from getting the most from them you lose energy to attend to other activities and your reputation suffers as other employees deem you unfair Team spirit wilts as targeted performers are alienated But the set up to fail syndrome doesn't have to happen The authors provide preventive measures such as loosening the reins as new employees master their jobs If the syndrome has already erupted Manzoni and Barsoux explain how to discuss the dynamic with your employee and reverse the cycle

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