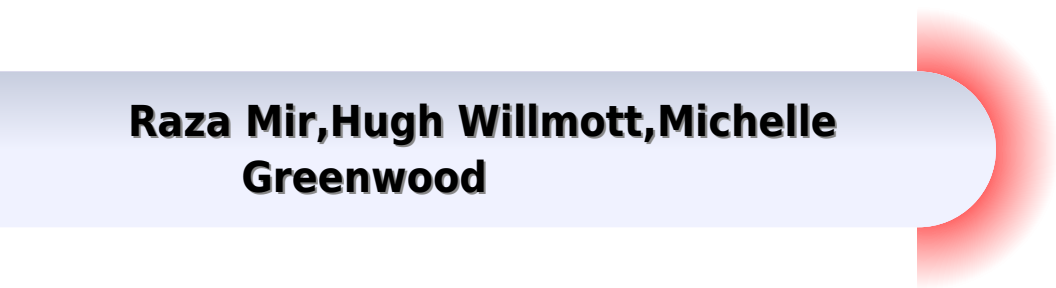




Organisational Change

Agency And Change Rethinking Change Agency In Organizations Understanding Organizational Change

**Raza Mir, Hugh Willmott, Michelle
Greenwood**



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Agency and Change Raymond Caldwell, 2006-04-27 This excellent book remaps the limits and possibilities of change clearly shifting the focus from outmoded debates on agency and structure to new practice based discourses on agency and change Offering readers a selective and critical review of key literature and empirical research it will help students contextualize this complex subject area and independently evaluate future prospects for effective change agent roles in organizations Presenting an interdisciplinary exploration of competing discourses the book uses two overarching conceptual continua centred agency decentred agency and systems processes thereby allowing a more intensive focus on agency and change Well written with challenging content this book is essential reading for those interested in the origins development and future prospects for change agency in an organizational world characterized by increasing complexity risk and uncertainty

Handbook of Research Methods in Organizational Change David B. Szabla, David Coghlan, William Pasmore, Jennifer Kim, 2023-08-14 The Handbook of Research Methods in Organizational Change offers innovative and practical information to aid in the successful implementation of research methodologies Written by a collective of experienced scholars it provides inspiration for future academics wishing to advance research into human system changes

Organizational Change, Leadership and Ethics Rune Todnem By, Bernard Burnes, 2013-02-01 Given recent financial crises and scandals the rise of corporate social responsibility and the challenge of environmental sustainability few would disagree that the role of ethics has taken centre stage in the management of organizations In reality however organizations have found it extremely difficult to promote successful ethical behaviour as this rarely results in short term gains which can be appraised and rewarded By and Burnes bring together leading international scholars in the fields of organizational change and leadership to explore and understand the context theory and successful promotion of ethical behaviour in organizations By focusing on real world examples contributors analyze the issues and challenges that hinder ethical change leadership which can lead to sustainable organizations This unique volume brings together the worlds of organizational change leadership business ethics and corporate social responsibility resulting in a book that will be valuable reading in all four fields With contributions from leading scholars including David Boje Dexter Dunphy Suzanne Benn and Carl Rhodes

Organizational Change Leadership and Ethics is a must read **The Sustainability and Spread of Organizational Change** David A. Buchanan, Louise Fitzgerald, Diane Ketley, 2006-12-05 This important book examines issues affecting the sustainability and spread of new working practices The question of why good ideas do not spread the best practices puzzle has been widely recognized But the improvement evaporation effect where successful changes are discontinued has attracted less attention Keeping things the way they are has been seen as an organizational problem to be resolved not a condition to be achieved This is one of the first major studies of the sustainability of change focusing on the example of the NHS by a unique team of health service and academic researchers The findings may apply to a variety of other settings The agenda set

out in 2000 in The NHS Plan is perhaps the largest organization development programme ever undertaken in any sector anywhere The NHS thus offers a valuable living laboratory for the study of change This text shows that sustainability and spread are influenced by a range of issues contextual managerial political individual and temporal Developing a processual perspective this fresh analysis considers policy implications and strategies for managing sustainability and spread This book will be essential reading for students managers and researchers concerned with the effective implementation of organizational change

Effective Organizational Change Einar Iveroth, Jacob Hallencreutz, 2015-08-14 Organizations are constantly evolving and intelligent leadership is needed during times of transformation Change leaders must help people become aware of understand and find meaning in the new things which arise they must oversee a sensemaking process Addressing this need Effective Organizational Change explores the importance of leadership for organizational change based on sensemaking Combining a theoretical overview models and conceptual discussions rich with in depth examples and case studies this book uncovers what it is that leaders actually do when they lead change through sensemaking It presents the most current sensemaking research extends earlier work by developing the concept of landscaping and provides guidelines on how leaders can drive sensemaking processes in practice This book is for undergraduate postgraduate and MBA students of organizational change as well as managers embarking on change projects within their organizations

Managing Organizational Change in Public Services Rune Todnem By, Calum Macleod, 2012-08-21 Forming part of the Understanding Organizational Change series Managing Organizational Change in Public Services focuses on the organizational dimension of change management in public services Combining aspects of change management theory with real life practice in the form of organizational cases from different regions and sectors this edited collection identifies and analyzes significant issues regarding the development implementation and evaluation of public service change initiatives Featuring contributions from leading authors in the field this text provides an overview of organizational change management with a focus on leadership management and strategies for change Looking at cases from Europe and North America Managing Organizational Change in Public Services offers both a global as well as a cross sector analysis of this complex and challenging process Different sectors that are examined include Transport Health Education This book offers an excellent introduction to change management and how it works within the public service organizations internationally It will be vital reading for all those engaged with the study or practice of this dynamic subject

Organizational Change for Corporate Sustainability Suzanne Benn, Melissa Edwards, Tim Williams, 2014-05-09 Since this classic book was first published in 2003 sustainability has increasingly become mainstream business for leading corporations whilst the topic itself has also been a hotly debated political issue across the globe The sustainability phase models originally discussed in the book have become more relevant with ever more examples of organizations at later stages in the development of corporate sustainability Bringing together global issues of ecological sustainability strategic human resource management

organizational change corporate social responsibility leadership and community renewal this new edition of the book further develops its unified approach to corporate sustainability and its plan of action to bring about corporate change It integrates new research and brings illustrative case studies up to date to reflect how new approaches affect change and leadership For the first time a new positive model of a future sustainable world is included strengthened by references to the global financial crisis burgeoning world population numbers and the rise of China With new case studies including BP s Gulf oil spill and Tokyo Electric Company s nuclear reactor disaster this new edition will again be core reading for students and researchers of sustainability and business organizational change and corporate social responsibility The Leadership of Organizational Change Mark Hughes,2015-10-05 Understanding both leadership and change have been recurrent and popular themes within the business management and organization studies literature However our understanding of leadership and organizational change in combination is far more limited The Leadership of Organizational Change offers a critical review of the evolution of leadership and organizational change for the past thirty five years taking stock of what we know identifying what we do not know and establishing how the study of the leadership of change should advance In the late seventies and early eighties as interest in managing and leading change was fuelled by the competitive threat of Asia in general and Japan in particular as perceived by western businesses and governments Burns 1978 writing in his landmark book Leadership at this time referred to an intellectual crisis The crisis of leadership today is the mediocrity or irresponsibility of so many of the men and women in power but leadership rarely rises to the full need for it The fundamental crisis underlying mediocrity is intellectual If we know all too much about our leaders we know far too little about leadership While the study of managing change has benefitted from sustained critical scrutiny particularly in the last decade it is believed that this is to have been at the expense of critical scrutiny of leading change The Leadership of Organizational Change critically reviews how the study of leading change has advanced since 1978 and the crisis of intellectual mediocrity

The Routledge Companion to Philosophy in Organization Studies Raza Mir,Hugh Willmott,Michelle Greenwood,2015-11-06 The Routledge Companion to Philosophy in Organization Studies provides a wide ranging overview of the significance of philosophy in organizations The volume brings together a veritable who s who of scholars that are acclaimed international experts in their specialist subject within organizational studies and philosophy The contributions to this collection are grouped into three distinct sections Foundations exploring philosophical building blocks with which organizational researchers need to become familiar Theories representing some of the dominant traditions in organizational studies and how they are dealt with philosophically Topics examining the issues themes and topics relevant to understanding how philosophy infuses organization studies Primarily aimed at students and academics associated with business schools and organizational research The Routledge Companion to Philosophy in Organization Studies is a valuable reference source for anyone engaged in this field **The Nature of Contemporary Organization Development** Anne Clare Gillon,2018-05-15

The nature of contemporary Organisation Development OD is often written about by both scholars and practitioners yet there is little evidence of these descriptions or debates on key issues having been based on reliably collected data This book compares academic and practitioner perspectives on the profession of OD in the UK and how it has evolved over four decades The research which informs this book was designed to investigate similarities and differences in the perspectives between these two communities Where practitioners and academics views varied in the data reasons for this are explored in this book through the theory lens of Institutionalism Fashions Fads and the Dissemination of Management Ideas The empirical data in how OD has evolved in the UK in the underpinning research to this text was gathered through content analysis of job advertisements from over a four decade period This provided information on changes in the magnitude in the take up of the profession in the UK as well as significant developments in the content of the job roles over the period It will not come as a surprise to find that American thinking dominates in OD as it does in many other domains of management What is a surprise is the extent to which OD practice in the UK is so very different from what the academics tell us it is This book also identifies the extent to which institutional theory is at play in the development of professions with agency is a driver in shaping professions This manifests itself in terms of the perceived interests of what will give leverage for success in practitioner and academic careers The Nature of Contemporary Organization Development is key reading for researchers scholars an practitioners alike of Organizational change and development organizational studies management philosophy and related disciplines

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