



Organisational Change

Managing Organizational Change

Roy McLennan



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Organizational Change is suitable for change management modules at all levels of undergraduate and postgraduate study

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Managing Organisational Change, Google eBook Fiona Graetz, Malcolm Rimmer, Aaron Smith, Ann Lawrence, 2012-02-02 The complexities of change in today's business environment can be overwhelming for organisations The pressures of deregulation privatisation tax change social renewal and globalisation have compelled organisations to change in order to remain competitive Managing Organisational Change 3rd Australasian edition weaves together the research models and practical examples that shape change management studies It explains basic concepts and theoretical approaches and their practical application to organisations and is well structured to suit a one semester course

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experienced change practitioners so professionals can reflect on their own work respond critically to what others have done and take away new tools and techniques to apply to their own change management practice The book includes a range of cases from different sectors and countries including GlaxoSmithKline and the NHS to offer insights no matter the scale of the change management programme Organized around central themes such as shaping and design change leadership and communication and engagement Organizational Change Explained presents each case alongside an introduction conclusion list of key learning points questions for reflection and sources of further reading The book is invaluable to anyone tasked with leading or managing change within their teams projects departments or divisions whether at local level or across geographic locations countries and cultures

Mastering Organizational Change Management Barbara Davis, 2017 This text provides a practical model for organizational change professionals senior business analysts project and program management leaders and executives to follow in developing and executing any important change initiatives or major enterprise transformation efforts

Managing Organizational Change Linda C. Mattingly, 2018-04-30 Today's business leaders are required to navigate a difficult path between building and maintaining a stable effective and successful organization and rolling out a seemingly endless series of complex change initiatives to ensure ongoing relevance in the marketplace Complex change is costly difficult and has a high degree of risk By definition complex change requires individuals within the organization to make significant changes in how they fulfill the duties associated with their role Things like moving to a new technology platform going through a merger organizational restructuring and adding or eliminating a product or service all involve complex change In 1990 Peter Senge's book *The Fifth Discipline* was published and the concept of organizational change management was introduced into the business world Since then analysis of data from thousands of change implementations point to the same conclusion approximately 70% of change projects fail to achieve their defined goals This data also shows that the 30% of projects that do meet expected ROI all found a way to effectively address the people side of change This book introduces the concept of integrated organizational change methodology iOCMTM which provides a framework for integrating best practice organizational change management principles into all facets of a change plan resulting in significantly improved project outcomes and maximum return on investment

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