

ROUTLEDGE STUDIES IN ORGANIZATIONAL
CHANGE & DEVELOPMENT

Rethinking Organizational Change

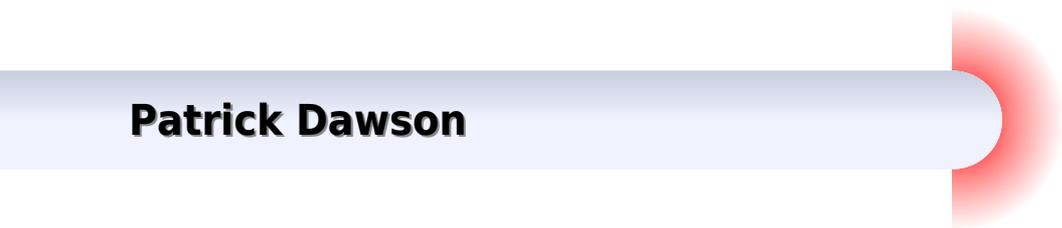
The Role of Dialogue, Dialectic &
Polyphony in the Organization

Muayyad Jabri



Rethinking Organizational Change Organization Development

Patrick Dawson



Rethinking Organizational Change Organization Development:

Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2010-06-14 Contains nine papers that address the challenges in organizational change report the results of change related research and advocate methodological advances in the field

Rethinking Organizational Change Muayyad Jabri, 2015-12-22 Rethinking Organizational Change The Role of Dialogue Dialectic based on a rendition of Mikhail Bakhtin's anthropological concept of polyphony applied to organizational change The reader is treated to a cutting edge discussion of a variety of contemporary ontological and epistemological themes centered on process dialectic dialogue and social construction

Sustainability and Organizational Change Management Stewart Clegg, João de Matos, 2017-10-02 There is no bigger challenge for organizational change management in the contemporary world than achieving greater sustainability The challenges associated with sustainable development are multifaceted including criteria pertaining to the delivery of environmental social ethical and economic results Creating sustainable value requires companies to address issues that relate to pollution and waste created by industrialization to respond in a transparent manner to the challenges increasingly raised by the civil society namely NGOs to invest in emerging technologies that provide innovative solutions to many of today's environmental problems and to effectively respond to the challenges of increased poverty and inequality around the globe On the other hand to create shareholder value managers must focus not only on cost reduction and risk control but also on fostering innovation enhancing corporate reputation within external stakeholders and establishing a credible growth path for the future The current global financial crisis has left few untouched unprecedented unemployment figures public deficits bankruptcies redundancies austerity regimes and governments bailing out banks all over the globe World confidence is at a record low How can management scholars encounter solutions for the dilemmas created by this scenario of change in which they can manage to change sustainably This book provides some answers to these pressing questions This book was originally published as a special issue of the Journal of Change Management

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

Reshaping Change Patrick Dawson, 2019-05-22 This book views change as an ongoing process that should not be solidified or treated as a series

of linear events In drawing on data collected from over 40 years of research it highlights the theoretical and practical value of using a processual perspective Illustrative examples from a range of organizations including Micro X General Motors Pirelli Cables BHP Billiton Royal Dutch Shell British Rail British Aerospace Hewlett Packard Laubman and Pank and the CSIRO make the approach understandable and accessible to both researchers and practitioners In a theoretical exploration of temporal context sociomaterial relations and power political processes the dynamics of changing organizations is brought to the fore and the implication for reshaping change examined On the practice of engaging in longitudinal research study design data collection and processual analysis as well as the write up and dissemination of findings are all considered This is an innovative and highly practical research monograph that captures the truly complex processes of changing organizations and illustrates how these are best understood from a processual perspective *Embracing Organisational Development and Change* Antonie van Nistelrooij,2020-11-02 This book focuses on human behavioural processes and describes them from an interdisciplinary perspective It introduces readers to the main theories and approaches in the field of organisational development and change ODC and discusses their relevance and purpose with a clear focus on improving how readers perceive and handle change The book is tailor made for business students without any background in the humanities helping them to conceptualise organisational development and change and to practically organise interventions to increase organisational effectiveness The book s goal is to help future managers and consultants recognise and handle the full situation which includes purposes people and relationships Furthermore it elaborates on those theories and instruments that can deliver real benefits to real people working in real fuzzy and complex circumstances and includes several practical cases focusing on the role of the interventionist *Coaching for Change* John L. Bennett,Mary Wayne Bush,2013-10-08 Current research indicates that approximately 70% of all organizational change initiatives fail This includes mergers and acquisitions introductions of new technologies and changes in business processes Leadership is critical in initiating driving and sustaining change to produce business results and executive coaching is the best way to support leaders at all levels Coaching for Change introduces a model for executive coaching that provides the tools and resources to support leaders in driving organization change In this book a number of coaching and change models are explored with the goal of integrating them into a framework that can be applied to the individual team or organization Bennett and Bush explain the theories behind both coaching and change and include practical sections on developing coaching skills A companion website supports this book as a learning tool featuring a curriculum instructor guides powerpoint presentations and more Coaching for Change is a valuable book for students in coaching change management or organizational development courses as well as professionals who want to develop their skills to drive successful change within their organizations *Managing Change, Creativity and Innovation* Patrick Dawson,Constantine Andriopoulos,2017-03-20 A fresh approach to managing organizational change by looking at it as complex dynamic and messy as opposed to a series of neat linear stages and processes leading to success Key

to the approach is the idea that change creativity and innovation all overlap and interconnect rather than being three separate areas of study and that managing the three together is central to organizations having the competitive edge in developing new technologies and techniques products and services The book continues to offer practical guidelines as well as a theoretical understanding of change creativity and innovation It delivers an equal balance of critical perspectives and sound ideas for organizational change and development and presents the idea that change can be proactive driven by creativity and innovation The new edition includes additional change management content including learning personal change managing the self employability developments in conventional Organizational Development and new emergent forms including appreciative inquiry Along with a series of rich international case studies including TNT Australia Amazon Leeds Rhinos Jerusalem Paints Alpha Pro Pump and KPMG It is supported by a range of learning and revision aids including reflective exercises review and discussion questions and hands on research tasks All of which help students to reflect on the material covered and provide a source for more open group discussion and debate A companion website accompanies the book with additional material including PowerPoint slides for lecturers and video links and access to SAGE journal articles for Students Suitable for upper level undergraduates and postgraduate students Change Management James McCalman, Professor Robert A Paton, Sabina Siebert, 2015-11-23 Now a classic in its field the fourth edition of Change Management A Guide to Effective Implementation continues to offer readers highly practical strategies and step by step guidance for applying different models of change in different organizational scenarios New to the Fourth Edition A third expert author Sabina Siebert bringing a background in sociology and cultural studies An improved structure that consolidates all the existing strengths of the previous editions and separates the book into three parts beginning with chapters assessing The Impact and Definition of Change Implementation and Evaluation of Change and ending with a critical outlook in Change Management A Critical Perspective A wealth of new and richly detailed case studies with an international and cross cultural scope that draw upon different organization types environments and perspectives for a diverse and global understanding of the current field of change management Two additional chapters on leading change and organisational culture offering unparalleled coverage of managing systems and processes combined with increased emphasis on managing human issues For students taking Change Management courses on Business and Management degrees MBA s specialist masters and healthcare subjects *Quality Abstracts* ,1992 **Organizational Behavior** John A. Wagner, John R. Hollenbeck, 2005 Wagner and Hollenbeck both professors of management at Michigan State University have redesigned the pedagogical features for this fifth edition of a text for business students Boxes provide insight on the competitive advantages provided by organizational behavior areas of ongoing research in th **Rethinking Human Resources** Louis Stephen Csoka, Conference Board, 1995 *Organisation Development* ,2008 *Metaphor and Organizations* David Grant, Cliff Oswick, 1996-12-23 This is a rich collection of authoritative views on the use of metaphors in organizations It outlines key

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Rethinking Organizational Change Organization Development Introduction

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