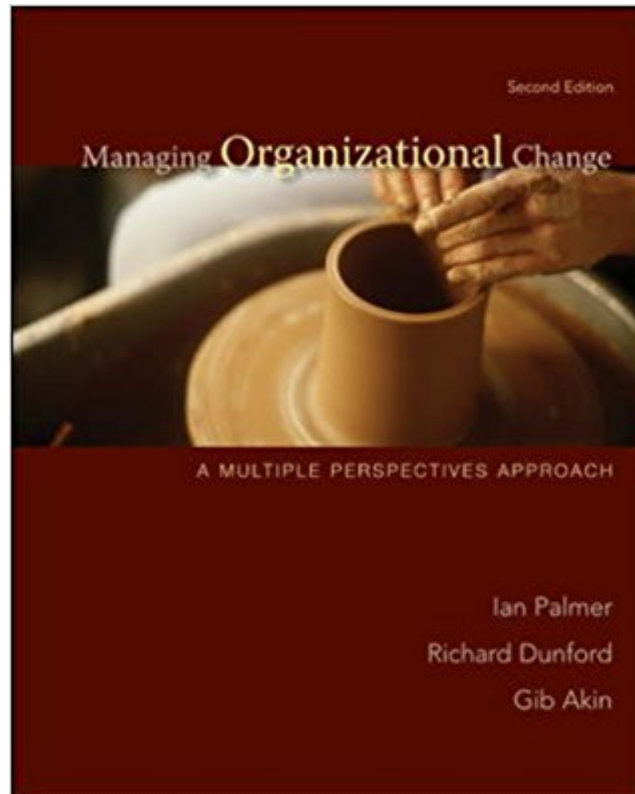




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Managing Organizational Change: A Multiple Perspectives Approach



Synopsis

This title provides management students and practising managers with an understanding of managing the complexities of organisational change effectively. It discusses the techniques and methods that can be used to aid such change.

Book Information

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Customer Reviews

One of the roughest things any organization, manager, or worker has to deal with is change. In our modern economy, change is rarely a far-off issue. Change is often going on every day and either you keep up with it or your company becomes obsolete. Managing Organizational Change by Palmer, Dunford, and Akin provides a variety of solid techniques to help people deal with and get through those changes. I've run my own web-based company for over ten years now, and I have definitely seen the pace of change ramp up to almost insane levels. I took this college class in order to try to get a handle on managing those changes. I found this book to be quite valuable in learning the material. I find it fascinating that some other reviewers claim this is "useless theories" - when I could directly correlate many of the things they discussed with things I had seen over the years. I suppose it could be if a person was a young 18 year old student that they might not see how these types of items relate to the real world. They think of change as a discrete issue that starts, goes on for a while, and then ends. In my experience change is never that neat and tidy, and the chapters of the book help break down all of the various issues into chunks that can be addressed. As the book lays out, yes you can TRY to plan for a change. However, the different theories help to explain that

in some cases changes are simply outside of your control and the best you can do is try to hang on and deal with things as they come at you. Yes, you build back-up plans and forecast - but none of us are 100% accurate at fortune telling. There will always be unplanned-for side effects. Learning to cope with those is incredibly important.

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