ROUTLEDGE STUDIES IN ORGANIZATIONAL CHANGE & DEVELOPMENT

Organizational Development and Change Theory

Managing Fractal Organizing Processes

Tonya L. Henderson and David M. Boje



David M. Boje, Mabel Sanchez

Organizational Development and Change Theory Tonya Henderson, David M. Boje, 2015-08-11 This book offers a fresh perspective on organizational development and change theory and practice Building on their recent work in quantum storytelling theory and complexity theory Henderson and Boje consider the implications of fractal patterns in human behavior with a view toward ethics in organization development for the modern world Building on Gilles Deleuze and Felix Guattari's 1987 ontology of multiple moving and intersecting fractal processes the authors offer readers an understanding of how managing and organizing can be adapted to cope with the turbulence and complexity of different organizational situations and environments They advocate a sustainable co creative brand of agency and introduce appropriate simple tools to support organizational development practitioners This book offers theory and research methods to management and organization The Emerald Handbook of Quantum Storytelling scholars along with praxis advice to practicing managers Consulting David M. Boje, Mabel Sanchez, 2018-12-10 This Handbook develops a practical understanding of the new quantum storytelling consulting paradigm providing case examples ways to enact practices and methods to conduct research into its impact and consequences It will be essential reading for all scholars and practitioners of story and narrative Academic-Practitioner Relationships Jean M. Bartunek, Jane McKenzie, 2017-07-06 While executives are keen consulting to harness organizational knowledge and improve business performance the topic of how academics can produce rigorous and relevant theory in working relationships with practitioners is a much contested topic Many aspects of this knowledge co creation can create tensions and the ways in which research is conducted and published can affect practitioner acceptance as well as its consequent uptake and use in different contexts Expertly compiled by Jean Bartunek and Jane McKenzie with contributions from global thinkers in the field this book offers a concise and up to date review of the essential analysis and action underlying scholarly engagement with the world of business It discusses the sorts of capabilities academics need to collaborate effectively with practitioners and illustrates good practice through international case studies drawn from acknowledged centres of excellence These show how to negotiate different constituencies with different priorities values and practices to work together to produce research of rigor and relevance It will be a key reference and resource for all researchers who are engaged with practitioners and an invaluable tool for training academics to develop research with Rethinking Culture David White, 2017-03-31 Organizational or corporate culture is the most overused and least impact understood word in business if not society While the topic has been an object of keen academic interest for nearly half a century theorists and practitioners still struggle with the most basic questions What is organizational culture Can it be measured Is it a dependent or independent variable Is it causal in organizational performance and if so how Paradoxically managers and practitioners ascribe cultural explanations for much of what constitutes organizational behavior in

organizations and moreover believe culture can be engineered to their own designs for positive business outcomes What explains this divide between research and practice While much academic research on culture is challenged by ontological epistemic and ethical difficulties there is little empirical evidence to show culture can be deliberately shaped beyond espoused values The gap between research and practice can be explained by one simple reason the science and practice of culture has yet to catch up to managerial intuition Managers are correct in suspecting culture is a powerful normative force but until now current theory and research is not able to adequately account for cultural behavior in organizations Rethinking Culture describes and presents evidence for a new framework of organizational culture based on the cognitive science of the so called cultural mind It will be of relevance to academics and researchers with an interest in business and management organizational culture and organizational change as well as cognitive and cultural anthropologists and sociologists interested in applications of theory in organizational and institutional settings The Management Thought of Louis R. Pondy David M. Boje, 2023-10-31 Louis R Pondy was a leading management and organizational studies scholar whose work on open systems helped launch and define the future of the field This book offers an assessment of Pondy's contribution through critical reflection on what happened to the relationship between conflict theory and beyond open systems Exploring the ways in which Louis R Pondy theorizes conflict and systems and how he challenged the status quo paradigms this book offers a historical analysis on Pondy's work and the relation to contemporary management theory. The author develops a Triple Loop framework building on Pondy's theories as well as the work of Gregory Batesom to demonstrate a beyond open systems approach and existing single or double loop systems Demonstrating the value and legacy of Louis R Pondy this book will have international appeal to researchers academics and students across management disciplines and organizational studies including systems thinking and conflict resolution The Routledge Companion to Organizational Change David M. Boje, Bernard Burnes, John Hassard, 2011 Organizations change They grow they adapt they evolve The effects of organizational change are important varied and complex and analyzing and understanding them is vital for students academics and researchers in all business schools The Routledge Companion to Organizational Change offers a comprehensive and authoritative overview of the field The volume brings together the very best contributors not only from the field of organizational change but also from adjacent fields such as strategy and leadership These contributors offer fresh and challenging insights to the mainstream themes of this discipline Surveying the state of the discipline and introducing new cutting edge themes this book is a valuable reference source for students and academics in this area Routledge Studies in Organizational Change & Development ,2015 A Manual of Organizational Development Clare Huffington, 2018-03-26 A practical guide to the essentials of organisational change which makes complex concepts accessible to managers consultants human resources professionals and others Includes a directory of further sources of information and assistance Perspectives on Change Bernard Burnes, Julian Randall, 2015-11-19 Despite the plethora of books on change

there appears is a notable gap in the field rarely is the authentic and candid voice of change practitioners heard Seldom are those most closely involved in the management of change given or seek the opportunity to write about their personal experiences and reflexiveness Nor is this just a case of practicing managers not being given a voice or feeling that they cannot be frank and open about what they do How often do academics candidly state what they actually do when they are faced with managing change in their own institutions or when they are called on in a consultancy capacity Similarly it is rare for full time consultants to be candid about what it is they actually do instead they tend to have a well honed sales pitch which lays out a logical change process directed at helping the client to achieve success Yet when academics consultants and practicing managers are prepared to speak candidly about what they really do a richer messier but more illuminating picture of change emerges The aim of Perspectives on Change is to move beyond the do as I say approach of most change books and to encourage academics consultants and managers to say candidly what it is they really do and what they really think about change and how it should be managed The Editors of this book Burnes and Randall have over 60 years of experience between them of studying and teaching change management acting as consultants and actually managing change projects They are therefore well aware of the differences and contradictions between what academics consultants and managers say about change in public and what they say in private and do in practice Perspectives on Change will offer students and practitioners of change a unique opportunity to understand change in practice In addition it will also contribute to the Rigour Relevance debate by giving a different and perhaps more realistic perspective on the nature of the gap between theory and practice

Rethinking Organizational Change Muayyad Jabri, 2016 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 *Organizational Change and Relational Resources* Karol Marek Klimczak, Yochanan Shachmurove, 2021 Transitioning organizations to the new normal following environmental shocks economic upheavals and technological innovations is a challenge to classic organizational management. The main reason because no single organization knows precisely what the target of change is Resources created and operated in relationships can support the organization in overcoming its constraints changing faster and adapting better. This book takes a relational perspective on how organizations adjust and adapt to their turbulent environment. Drawing from a broad literature and empirical studies this book offers novel insights into how businesses create grow and manage relationships with partners to support strategic change. It discusses the benefits of cooperating with partners and relying on shared resources while controlling relational risks. It presents key relational processes including organizational intelligence open culture knowledge sharing routines motivation co creation and communication. It discusses focus areas longevity of family firms improving health and safety in medical services crisis management public administration reforms and relational risk management. This

book is a valuable resource for researchers and students in the fields of organizational studies organizational change technology and innovation management Managers and entrepreneurs can find inspiration motivation and strategies for Organization Development and Change Thomas G. implementing and managing relationships along the value chain Cummings, Edgar F. Huse, 1989 This text book make major contribution to integrating traditional perspectives of organisation development with newer approaches including quality of work life organisation design human resource management and strategic change It breaks new ground in presenting interventions for managing organisation and environment relationships and for carrying out organisation transformation It also presents comprehensive framework for managing organisational change and includes ethical guidelines for carrying out organisational development professionally **Development Fundamentals** William J. Rothwell, 2015-01-02 In a tumultuous global business environment change is a constant Organizations are affected by many factors from the local economy to global competition To be successful they must do more than react to changes they need to be proactive Organization Development Fundamentals provides a starting point for those interested in learning more about taking this proactive approach The authors explore the many facets of organization development and change management including the theories models and steps necessary to complete the process This is a perfect resource for professionals who are just starting out in the OD field or who want to brush up on the basics After reading this book you will be able to Define organization development and change management Implement a change effort Understand the competencies required of successful change agents Recognize and solve ethical dilemmas **Organization Development** Donald L. Anderson, 2011-06-17 The book provides a good open systems related to change introduction to the topic of organization change presenting the big concepts in a way that managers can use **Organization** Change W. Warner Burke, 2008 The Second Edition provides an overview of the theoretical and research foundation for our current understanding of organization change including the nature and types of change organizations experience The author reviews various models including the one developed by Burke and Litwin and uses cases to demonstrate how the models can be used to diagnose change issues in organizations Emphasizing planned revolutionary change over the gradual evolutionary change organizations typically experience Burke combines and integrates theory and research with application for insight into all aspects of organization change Organizational Change and Development Bob Hamlin, Jane Keep, Ken Ash, 2001 Written jointly by practitioners and academics the book provides the theoretical underpinnings behind organizational development and practical insights based on real case studies The first section of the book brings together a review of current thinking in 2003 The middle section comprises a diverse selection of case histories which examine the role of the change agent both in successes and failures The final section of the book draws things together by highlighting where generalized insights appear to have emerged from the practice of the contributors and gives some pointers for moving practice forward into the 21st century Throughout the benefit of reflective practice is encouraged and the commentary

accompanying each case history demonstrates what can be learned from this The main aim of the text is to help readers to appreciate more fully the complexities of bringing about organizational change and development not least the cultural factors in the change process and the value of using theory and rigorous internal research in a very conscious and focused way to inform shape and measure their own change agency practice public sector Why Organizational Change Fails Leike van Oss, Jaap van 't Hek, 2012-03-29 Change in organizations can arise spontaneously or it can begin in response to a planned process of change Even planned change is not as predictable as one might like it to be it is often partial or incomplete or the results of change may not be what one hoped The aspects of an organization that resist change can be vital to an organization's success helping to keep it firm stable and robust Why Organizational Change Fails aims to make change managers and OD consultants sensitive to signals of the robust part of an organization helping them to see something different than they usually see signs of change The authors distinguish two aspects of stability in organisations robustness and tenacity Robustness is the ability of organisations to remain stable under changing conditions Tenacity is the reaction of a robust system to planned change Each of these aspects has its own unique qualities and value within organizations In the book the authors describe three aspects of robustness social cognitive and political They also describe healthy and unhealthy forms Tenacity is described in three patterns bouncing back smothering and calculating Each chapter of the book is preceded by an essay written by a leading scientist designed to help provide real world context for the process of change and offering insights for the reader on either side of the change equation Organizational Change B. Lubin, L. D. Goodstein, A. W. Lubin, 2014-03-18 First published in 1984 Starting out with the exploration of the value of the case study this volume looks at organisational change and presents nine case studies of planned change on the organizational or community level Each is an in depth analysis prepared by the consultants who were actively engaged in the change activity Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2011-07-07 In this diverse volume new methodologies are introduced such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts Beer Jazz as a metaphor for organizational improvisation Bernstein and new theories for understanding change processes Gomez Ballard Dynamics of Organizational Change and Learning Jaap Boonstra, 2004-08-13 This handbook focuses on the complex processes and problems of organizational change and relates current knowledge of individual and group psychology to the understanding of the dynamics of change Complementary and competing insights are presented as overviews of theory and research Offers helpful insights about choosing models and methods in specific situations Chapters by international authors of the highest quality

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