Download Ebook Practicing Organization Development Leading Transformation And Change J B O D Organizational Development Read Pdf Free

Leading Change Strategic Change and Transformation Disruption, Change and Transformation in Organisations Practicing Organization Development Reviving Businesses With New Organizational Change Management Strategies Technological Change and Industrial Transformation Impact Executing Your Business Transformation Change (Transformation) in Government Organizations WHEN CHANGE HAPPENS...A STORY OF ORGANISATIONAL TRANSFORMATION Transformation Change Mgmt & Org Transformation Handbook of Research on Management and Strategies for Digital Enterprise Transformation Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work Practicing Organization Development Beyond Digital Organisational Change Organisational Change: Development and Transformation The Change Leader's Roadmap Business Transformation Framework - To get from Strategy to Execution Orchestrating Transformation Big Data as a Key Driver of Change Management. The Importance of Culture Change in Transformation Processes Rethinking Resilience, Adaptation and Transformation in a Time of Change Strategic Transformation Management of Organizational Change Dual Transformation Change, Transformation and Development Managing Change in Organizations How the Way We Talk Can Change the Way We Work The Art of Change Leadership Change Changing the Game The GE Work-Out The Digital Transformation Book Digital HR Strategy Driving Digital Charting Change Rapid Transformation Simply Effective Beyond Change Management

WHEN CHANGE HAPPENS...A STORY OF ORGANISATIONAL TRANSFORMATION Jan 23 2022 By creating a fictional company supported by actual situations encountered by him, during the many change and transformation interventions that he has been led and been a part of, the author, Lalit Jagitani has presented practical wisdom without compromising the confidentiality of the organisations. His storytelling narrative seen through the lens of a change agent enables sharing of lived content and nuances making this genre a powerful and entertaining way to transfer tacit knowledge. WHEN CHANGE HAPPENS...A Story of Organisational Transformation provokes reflection and opportunities that are enduring and enable the reader to come to real grips with the daunting task of mastering techniques to usher change.

Rapid Transformation Aug 25 2019 Shows you how to accomplish successful transformational change in your firm in just 90 days. Based on ten years of research into more than 500 leading companies - including 3M, IBM, GE, Nissan, Apple, Bay Networks, Verisign, HP and Best Buy - this book demystifies fast, effective change and lays out a roadmap for achieving it.

Charting Change Sep 26 2019 Research shows that up to seventy percent of all change initiatives fail. Let's face it, change is hard, as is getting an organization on board and working through the process. One thing that has been known to be effective is onboarding teams not only to understand this change, but to see the process and the progress of institutional change. Charting Change will help teams and companies visualize this complicated process. Kelley has developed the Change Planning Canvas, which enables leadership and project teams to easily discuss the variable that will influence the change effort and organize them in a collaborative and visual way. It will help managers build a cohesive approach that can be more easily embraced by employees who are charged with the actual implementation of change. This book will teach readers how to use this visual toolkit to build a common language and vision for implementing change.

Digital HR Strategy Nov 28 2019 We are living in an uncertain world that is rapidly changing with an overload of information and a continual rise of technologies. Automation, the gig economy, digital platforms and other innovations are changing the fundamental nature of work and are having a significant impact on the workforce, workplace and the HR function. Digital HR Strategy is crucial reading for all HR practitioners and leaders wanting to ensure that their organization adapts to this changing and increasingly competitive environment by creating a strategic approach for sustainable transformation which goes beyond conventional digital HR propositions. Featuring case studies from organizations including Airbnb and PepsiCo, it covers areas such as the importance of cultural change and creating a human-centric employee experience, leveraging value propositions, and harnessing data insights and analytics to improve performance. Digital HR Strategy also explores frameworks, strategies and opportunities for wellbeing initiatives, upskilling and reskilling workforces to respond to and establishing a culture of collaboration and innovation. Featuring tips, tools, and key questions to consider, it is an indispensable resource for all HR practitioners and leaders looking to build, develop and execute a digital HR strategy in order to achieve and sustain competitive advantage in this fast-changing digital age.

Strategic Change and Transformation Sep 30 2022 Strategic change and transformation are words used very commonly in business parlance but rarely defined. Besides, change and transformations are often used interchangeably. Thus the correct perspective of viewing change and transformations is missing from management literature. How is change different from transformation? Do all changes lead to renewal? What are the characteristics of strategic changes? This re-addresses some of our current assumptions and understanding of change and transformation when viewed through both academic and business lenses. It is a balanced and well-rounded perspective on how strategic change and transformation can be brought about successfully in organizations specifically with the perspective from an emerging economy like India.

The Art of Change Leadership May 03 2020 Be an transformational leader during times of rapid organizational change The Art of Change Leadership represents a major milestone in the study of change leadership. An approachable yet thorough guide for leaders and team members that illustrates how to increase speed and agility during times of intense technological innovation and fast change, this resource focuses on the ways in which you, as an individual, can harness your unique abilities to lead cultural change and personal leadership in a positive and proactive way. Through eleven comprehensive chapters, explore the need for increased human brain speed, how to improve your focus, the body/mind connection, agility within a team setting, improving productivity, communication with your team, and more. Technology, globalization, evolving business models—these are just some of the variables impacting the competitive landscapes across virtually all industries. To keep up with the changes that these and other factors are creating, it is critical that you are able to understand what change leadership is, why it is important, and how you can leverage it in your workplace to positively impact your company. Explore research on change leadership vs. change management to improve business Leverage technology to improve productivity and adaptability to rapid change Evolutionary approaches to change leadership that include energy management and innovative mindset approaches Discover questionnaires, assessments and quizzes to assess your change leadership agilities The Art of Change Leadership is a (r)evolutionary text that prepares you to increase your team's speed and agility, and to thrive in today's continually evolving business environment.

Big Data as a Key Driver of Change Management. The Importance of Culture Change in Transformation Processes Jan 11 2021 Master's Thesis from the year 2020 in the subject Business economics - Business Management, Corporate Governance, grade: 94/110, University of Rome "Tor Vergata", language: English, abstract: This thesis deals with Big Data as a key driver of Change Management and the importance of Culture Change in transformation processes. It aims to answer the following questions: What is the Fourth Industrial Revolution's enabling technology that companies need to concentrate on extraction value in the phase of volatility and uncertainty? How can companies use change management theories and practices to stay competitive and agile? How do companies deal with the resistance to change? What is the role of Culture Change? Throughout the research, the Industry 4.0 as the background and central statue behind der study is examined. Change Management and Big Data are explored broadly in primary academic sources. This research contributes to the literature by providing a comprehensive picture of the essential determinants of successful change management that connects the gab between the different aspects raised in the literature. The world is transforming every day: customer needs are changing; technology is advancing, and the economy is evolving. Businesses who fail to embrace change can easily wind up as dinosaurs. This study analyses decisive change drivers coming with Industry 4.0, particularly Big Data. The core to effectively proceeding Industry 4.0 is to move from a traditional waterfall concept to an agile manner. Effective change management is crucial. Big Data transformations require an innovative way of thinking about how change impacts people, culture, organisations, processes and more. While resistance is the normal human reaction in times of change, Culture Change is critically essential to transformation and can mitigate much of the resistance. Digital transformation is not mainly about technology, it is about agility – organisations' culture plays a decisive role in the digital transformation of every business.

Driving Digital Oct 27 2019 Every organization makes plans for updating products, technologies, and business processes. But that's not enough anymore for the twenty-first-century company. The race is now on for everyone to become a digital enterprise. For those individuals who have been charged with leading their company's technology-driven change, the pressure is intense while the correct path forward unclear. Help has arrived! In Driving Digital, author Isaac Sacolick shares the lessons he's learned over the years as he has successfully spearheaded multiple transformations and helped shape digital-business best practices. Readers no longer have to blindly trek through the mine field of their company's digital transformation. In this thoroughly researched one-stop manual, learn how to: • Formulate a digital strategy • Transform business and IT practices • Align development and operations • Drive culture change • Bolster digital talent • Capture and track ROI • Develop innovative digital practices • Pilot emerging technologies • And more! Your company cannot avoid the digital disruption heading its way. The choice is yours: Will this mean the beginning of the end for your business, or will your digital practices be what catapults you into next-level success?

How the Way We Talk Can Change the Way We Work Jun 03 2020 Why is the gap so great between our hopes, our intentions, even our decisions-and what we are actually able to bring about? Even when we are able to make important changes-in our own lives or the groups we lead at work-why are the changes are so frequently short-lived and we are soon back to business as usual? What can we do to transform this troubling reality? In this intensely practical book, Harvard psychologists Robert Kegan and Lisa Laskow Lahey take us on a carefully guided journey designed to help us answer these very questions. And not just generally, or in the abstract. They help each of us arrive at our own particular answers that can solve the puzzling gap between what we intend and what we are able to accomplish. How the Way We Talk Can Change the Way We Work provides you with the tools to create a powerful new build-it-yourself mental technology.

Dual Transformation Sep 06 2020 Game-changing disruptions will likely unfold on your watch. Be ready. In Dual Transformation, Scott Anthony, Clark Gilbert, and Mark Johnson propose a practical and sustainable approach to one of the greatest challenges facing leaders today: transforming your business in the face of imminent disruption. Dual Transformation shows you how your company can come out of a market shift stronger and more profitable, because the threat of disruption is also the greatest opportunity a leadership team will ever face. Disruptive change opens a window of opportunity to create massive new markets. It is the moment when a market also-ran can become a market leader. It is the moment when business legacies are created. That moment starts with the core dual transformation framework: Transformation A: Repositioning today's business to maximize its resilience, such as how Adobe boldly shifted from selling packaged software to providing software as a service. Transformation B: Creating a new growth engine, such as how Amazon became the world's largest provider of cloud computing services. Capabilities link: Fighting unfairly by taking advantage of difficult-to-replicate assets without succumbing to the "sucking sound of the core." Anthony, Gilbert, and Johnson also address the characteristics leaders must embrace: courage, clarity, curiosity, and conviction. Without them, dual transformation efforts can founder. Building on lessons from diverse companies, such as Adobe, Manila Water, and Netflix, and a case study from Gilbert's firsthand experience transforming his own media and publishing company, Dual Transformation will guide executives through the journey of creating the next version of themselves, allowing them to own the future rather than be disrupted by it.

Organisational Change: Development and Transformation May 15 2021 Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Organisation Change: Development and Transformation, 7e takes both an organisational development and transformational approach to change, to reflect the environment of change faced by organisations today. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. To emphasise the relationship between theory to practice, this text provides 10 local and international case studies, practitioner vignettes and a suite of online cases supported by a case matrix.

Practicing Organization Development Jul 29 2022 Get on the cutting edge of organization development Practicing Organization Development: Leading Transformation and Change, Fourth Edition is your newly revised guide to successful organization development. This edition has been updated to explore the cutting edge of change management, leadership development, organizational transformation, and society benefit. These concepts are explored through emerging and increasingly accepted strengths-based approaches such as: appreciative inquiry, emotionally and socially intelligent leadership, positive organization development, and sustainable enterprises. This edition offers both theoretical concepts and guides to practical applications, providing you with the knowledge, techniques, and tools to put organizational development to effective use in the workplace. Organization development is an evolving field focused on understanding and positively impacting the human system processes of groups, teams, organizations, and individual leaders. Thorough organization development results in increased effectiveness, improved health, and overall success. This book shows how to attain positive change by: identifying contemporary themes in organization development, executing organization development approaches, as well as elevating and extending research agenda. This book also illustrates how to influence organizational stakeholders, and how to use this influence to enact key organization development practices. This new edition is enhanced by: Updated chapter-by-chapter lesson plans, sample syllabi, and workshop agendas Revised sample exercises, a test bank, and additional case studies Expanded online appendices that cover regional organization development concepts from around the globe, as well as overviews of additional special issues Organization development is quickly becoming an important aspect of MBA curricula. Practicing Organization Development: Leading Transformation and Change, Fourth Edition gives graduate and doctorate program participants a comprehensive overview of organization development, the resources to learn the field, and the tools to apply their knowledge.

Change, Transformation and Development Aug 06 2020 This volume contains a collection of papers all concerned with the exploration of economic and social dynamics in relation to the innovation process and its outcomes. This theme is firmly rooted in the Schumpeterian tradition in which an economic perspective is mutually embedded in a wider awareness of the role of other disciplines. Indeed since Schumpeter's time, the degree of specialisation within the social sciences has risen many fold, new sub disciplines continue to emerge, highly specialised theoretical tools and empirical methods continue to be developed, and new fields for the study of management and business overlap with the more traditional social sciences. There is, consequently, a need for connecting principles to offset the dangers of intellectual fragmentation. Evolutionary economics and evolutionary analysis more generally, certainly provide some of these connecting principles. The various contributions to this volume reflect upon this research programme in a number of ways.

Rethinking Resilience, Adaptation and Transformation in a Time of Change Dec 10 2020 This book contributes to the literature on resilience, hazard planning, risk management, environmental policy and design, presenting articles that focus on building resilience through social and technical means. Bringing together contributions from Japanese authors, the book also offers a rare English-language glimpse into current policy and practice in Japan since the 2011 Tohoku disaster. The growth of resilience as a common point of contact for fields as disparate as economics, architecture and population politics reflects a shared concern about our capacity to cope with and adapt to change. The ability to bounce back from hardship and disaster is essential to all of our futures. Yet, if such ability is to be sustainable, and not rely on a "brute force" response, innovation will need to become a core practice for policymakers and on-the-ground responders alike. The book offers a valuable reference guide for graduate students, researchers and policy analysts who are looking for a holistic but practical approach to resilience planning.

Simply Effective Jul 25 2019 The level of complexity in most organizations today is staggering-and it's only getting worse. There are so many choices to be made, people to involve, processes to manage, and facts to analyze, it's impossible to get things done. And in today's hypercompetitive world, that can be fatal. Yet complexity doesn't happen on its own. Managers unwittingly create it, often through well-intended decisions. In Simply Effective, Ron Ashkenas provides a playbook for regaining control, focused on the four major causes of complexity: -Constant changes in organizational structures -Proliferation of products and services -Evolution of business processes -Time-wasting managerial behaviors The author provides a diagnostic for identifying how these causes of complexity are affecting your organization-and presents practical tactics for combating

each one. Ashkenas also explains how to craft a strategy that will make simplification an ongoing driver of your company's success-no matter where you work in your organization. Abundant examples from companies like ConAgra Foods, GE, Cisco, Zurich Financial Services, and Johnson & Johnson illuminate his points. A crucial resource in today's overly complex age, Simply Effective should be required reading for everyone on your management team.

Change (Transformation) in Government Organizations Feb 21 2022 "Change (Transformation) in Government Organizations" discusses recent efforts to bring about change in government organizations. The book brings together contributions by a number of managers, practitioners, academics and consultants in the study of international, federal, state, and local government efforts to respond to increased calls for change (transformation) in public sector organizations. Each contributor describes their work in this area using as a backdrop the fact that public sector organizations continue to be under new and substantial pressures to change and transform themselves. Hence a collection of current contributions such as those in this book are intended to add to the ongoing debates and rewriting of the success and failures of change in public sector organizations. The ultimate purpose of this book is to further our knowledge about the related issues and current efforts to bring about change or transformation in public sector organizations. The contributors, all experts with extensive experience as change agents in both public and private sector organizations not only support their analyses and discussions of specific cases and change (transformation) management issues but also provide practical tools, ideas and lessons learned, intended to be generalizable to other public sector agencies and helpful to those responsible for developing, implementing and evaluating similar efforts in the years to come. The audience for the book will be government managers, scholars and others interested in undertaking or learning about such efforts.

Strategic Transformation Nov 08 2020 Very few companies are successful in undertaking strategic transformation while maintaining long term superior financial performance. This book, by leading strategy experts, draws upon extensive interviews with business leaders and insights from companies faced with this challenge.

Change Apr 01 2020 Transform your organization with speed and efficiency using this insightful new resource Incremental improvement is no longer sufficient in helping organizations navigate the complexity, uncertainty and volatility of today's world. In Change: How Organizations Achieve Hard-to-Imagine Results in Uncertain and Volatile Times, authors John P. Kotter, Vanessa Akhtar, and Gaurav Gupta explore how to create non-linear, dramatic change in your organization. You'll discover the emerging science of change that teaches us about how to build organizations – from businesses to governments – that change and adapt rapidly. In Change you'll discover: Why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged In-depth, evidence-based, actionable solutions for dealing with institutional resistance to change Case studies and success stories that describe organizations who have successfully built the ability to change quickly into their DNA A universal approach for how to dramatically improve outcomes from various change efforts, including: strategy execution, digital transformation, restructuring, and more Perfect for managers, executives, and leaders at companies of all types and sizes, Change will also prove to be a valuable asset to other professionals who serve these organizations. This book is for anyone seeking a proven approach for delivering fast, sustainable and comprehensive results.

Technological Change and Industrial Transformation May 27 2022 Industrial transformation is a research and teaching field with a focus on the phenomenon and mechanisms of industrial development and renewal. It concerns changes in economic activities caused by innovation, competition and collaboration, and has a rich heritage of evolutionary economics, institutional economics, industrial dynamics, technology history and innovation studies. It borrows concepts and models from the social sciences (sociology, history, political sciences, business/management, economics, behavioural sciences) and also from technology and engineering studies. In this book, the authors present the key theories, frameworks and concepts of industrial transformation and use empirical cases to describe and explain the causes, processes and outcomes of transformation in the context of digitalization and sustainability. They stress that industrial transformation consists both of Darwinian "survival of the fittest" selection, and of intentional pursuits of innovation, and of industrial capabilities creation. The work argues that managing the global trends of transformation is not only about new technology and innovation: existing institutional settings and dynamic interactions between technological change, organizational adaptation and economic activities also have a profound impact on future trajectories. The areas under investigation are of great relevance for strategic management decisions and industrial and technology policies, and understanding the mechanisms underlying transformation and sustainable growth.

Management of Organizational Change Oct 08 2020 Organizational Change is a complex yet essential process for growth and development in business. The second edition of this insightful book examines the nature of this critical process in the light of the rapid changes in the business environment and intense global competition.The author revisits fundamental concepts, as well as presents new ideas, activities, and processes associated with how to plan, implement and manage effective transformational change. The book highlights:- The nature and process of transformational change and the paradigms basic to the change process- The basic concepts and strategic leverages of change- The need for and ways of aligning current tasks, systems, processes, and culture with organizational goals- The support systems required for change and the need to develop and maintain these systems- Ways of tuning organizations for change- Managing change through people by optimizing individual and group effortsSupported by numerous case studies and written in a lucid and reader-friendly style, this book will be a definitive guide for students, scholars, and practitioners.

Leading Change Nov 01 2022 Offers advice on how to lead an organization into change, including establishing a sense of urgency, developing a vision and strategy, and generating short-term wins.

Changing the Game Mar 01 2020 The Complete and Comprehensive Guide to Business Transformation As digital technologies and consumer expectations continue to disrupt almost every industry sector, companies are placing greater emphasis on developing and implementing transformation programs. Changing the Game offers the practical knowledge required to create a dramatic step-change in company performance. Designed for executives and managers responsible for a transformation in any type of company and situation, this comprehensive real-world playbook covers the change process from start to finish — from assessing the situation and determining strategic priorities, to developing a roadmap, establishing the governance structure, managing initiative delivery, and evaluating the impact of the transformation. Adopting a robust and pragmatic approach to every stage of business transformation, this authoritative volume explains where to start, identifies key areas of focus, and describes the strategies, decisions, and actions necessary for achieving results. Throughout the text, case studies of leading organizations highlight essential tools and approaches, examine key challenges, and evaluate their impact. A wealth of practical tools help readers build a foundation for change in their organization, define a clear path forward, mobilize teams, assign responsibilities, execute initiatives, track progress, sustain momentum, and more. Provides detailed guidance on envisioning, designing, managing, and delivering a successful company, function or team transformation Enables readers to create a dramatic change in company performance with a results-focused approach based on leading management practices Contains more than 20 in-depth sections representing the entire transformation journey Includes numerous ready-to-use tools and templates, including 50 exhibits, that can be adopted in any organization to accelerate results Features tips and advice from top-level executives at leading companies and government organizations Changing the Game: The Playbook for Leading Business Transformation is an invaluable step-by-step blueprint for executives, managers, teams, and consultants involved in devising and executing transformation programs.

Impact Apr 25 2022 Astute leaders know that upskilling, culture change, and mindset are critical ingredients for successful digital change - but do not know how to change those quickly enough to keep up with pace of technological change. That is because our 20th-century change models are not up to the challenge of 21st century digital transformation and the future of work - and that explains McKinsey's finding that only 25% of digital transformations succeed. In Impact, globally recognized culture change expert, Paul Gibbons gives leaders 21st-century change tools and models that are based on up-to-the-minute research in behavioral sciences, complexity theory, agile methods, information science, and more. Gibbons shows leaders that "the more technologically-enabled workplaces become (AI and robotics), paradoxically, the more important the "human" becomes - community, purpose, connection, empathy, relationships, and trust." He continues, "... central to the whole picture of changing how we change, of humanizing business, and of upskilling workforces, is leadership. In a world where advancing human capability is critical, leaders need to lead learning." Then, using that idea of leader as learner, Gibbons illustrates and how learning can happen faster and more efficiently through understanding the latest research and making appropriate use of 21st-century learning technology. Impact is about leading change, and about those "upgrades" to the human side of organizations, leading, learning, communicating, changing, collaborating, deciding, and engaging. As computers do more of our thinking for us, taking over many of our cognitive tasks, our "competitive advantage" is in the social domain. Crudely, we can outsource some of our thinking, but not much of our collaboration. The upside is liberation from cognitive drudgery; the challenge is to raise our game and to become better at what makes us distinctively human - the social, the collaborative, the creative, the visionary. Leaders will learn through case studies from leading business (such as Google and Microsoft) and insights from the latest "human sciences" which will show them that - "shared purpose is more important than traditional incentives; empathy, trust, and psychological safety beat old school methods of behavior change; behavioral science sometimes produces major results through small tweaks to the environment; constant engagement works better than town halls, workshops, and focus groups; and technology-enabled dialog with stakeholders works better than surveys do."

Orchestrating Transformation Feb 09 2021 Company leaders feel the urgency to transform their organizations in the face of digital disruption. New rivals are digitizing whatever can be digitized to attack incumbents' value chains, gaining market share, eroding margins, and wreaking havoc to the competitive landscape in virtually every industry. For large and midsized companies, the imperative to transform is clear. How to transform is another matter. The hard truth is that despite leaders' best efforts, and billions spent in pursuit of digital transformation, the vast majority of organizational change programs fizzle, falling well short of their expected impacts. Because failed transformation programs put incumbents behind the eight ball in dealing with disruptive competition, organizations can ill-afford for their transformation programs to flop. With this important new book, Orchestrating Transformation: How to Deliver Winning Performance with a Connected Approach to Change, the team at the Global Center for Digital Business Transformation, an IMD and Cisco initiative, set out a new prescription for getting transformation right. The piecemeal strategies and pilot projects that are hallmarks of conventional transformation programs are hopelessly inadequate for the intricate, sprawling organizational environments found in most companies. Transformation practitioners need a different mindset and a new approach to executing change that can handle the complexity and scale of today's market leaders. Orchestration--"mobilizing and enabling so as to achieve a desired effect"--paves the way for a new, more holistic view of organizational resources and how they work together to drive change synergistically. The follow-up to 2016's award-winning Digital Vortex, Orchestrating Transformation is packed with quantitative and qualitative insights from years of applied research and engagement with executives around the world. A unique and indispensable guide for practitioners, the book moves past traditional change management doctrine to show how a connected approach to change everything.

Organisational Change Jun 15 2021 Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Comprising 12 chapters in 6 parts, the text opens with an explanation of the environment of change faced by organisations today. It then deals with managing organisational development, which is a planned process of change which is often subject to the incursions of organisational transformation, a more dramatic and unpredictable type of change. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. Finally, to emphasise the relationship between theory to practice, Organisational Change: Development and Transformation 6e provides 10 local and international case studies and a suite of online cases supported by a case matrix. Case studies, exercises and support material present the challenges of change management in a real-life manner - examining issues from a variety of viewpoints.

Disruption, Change and Transformation in Organisations Aug 30 2022 This book explores the psychological and social dynamics of continuous, disruptive and discontinuous change. It examines the emotional strain and challenges of disruption, studies the nature of organisational transformation and examines what can be done to develop an organisation's capacity to adapt and thrive in turbulent environments. An organisation's long-term survival increasingly rests on its adaptive capacity, ability to continuously change and transform itself. Yet, people experience ongoing and fundamental change to be disorientating and unsettling as it challenges accepted assumptions and identities. This book assists leaders and change practitioners understand these dynamics, help people to make sense of change and to create the conditions that enable people to self-organise and creatively adapt. With case studies and personal accounts from individuals and companies, this is an ideal resource for practitioners and managers dealing with organisational change, as well as students, academics and researchers.

The Digital Transformation Book Dec 30 2019 Is your IT project lacking? Do you struggle with finding the ways to improve your business? With Digital Transformation: The Significant 7 Imperative, you'll gain access to insight from leaders in the field on how to successfully implement modifications to any IT project. Digital Transformation: The Significant 7 Imperatives is THE best resource for successful change in complex IT projects. Along with the book, available for you to have on hand, Imperators provides you with expert advice and partnership to make transformation a reality. Imperators employs experienced specialists available to partner with your team. We are focused on guiding our clients and working with each individually to achieve the goals you set. We strive to exceed all expectations and provide the best support in the business. With the expert knowledge of our staff and the content included in our book, transformation of your IT project is made easy! Digital Transformation: The Significant 7 Imperatives includes topics such as: The Change Imperative For IT Pressing Business & IT Challenges Delivering Success The Significant 7 Imperatives for All IT Projects The book is written to guide you through the process of transforming IT projects and expanding and improving the business. Identifying the challenges you face and the ways to overcome, our book builds on the knowledge you have to help you turn around performance. There is no better book, guide, or collection of information available! Don't waste another minute dealing with the stress of a failing project and the feeling of helplessness that accompanies it. Take control of your success and learn how to overcome the obstacles in your way. With a partnership with Imperators and by owning your very own Digital Transformation: The Significant 7 Imperatives, you are taking the future of your project and your business in your hands and creating success!"

Handbook of Research on Management and Strategies for Digital Enterprise Transformation Oct 20 2021 From traditional brick and mortar to new start-ups, businesses are harnessing the power of digital enterprise as a cost-effective model to deliver goods and services online. Digital enterprise strategy is adopted for transforming business, streamlining processes, and making the best use of online technologies to enhance interaction with customers and employees and deliver excellent customer experience in real time. Digital enterprises increasingly need digital workers to establish greater digital skills to bear on every activity and to drive management, strategy, and innovation, which are key for digital enterprise transformation. The Handbook of Research on Management and Strategies for Digital Enterprise Transformation is a crucial reference source that discusses leveraging technology for the customers', employees', and suppliers' benefit, as well as integrating complex processes to management, marketing, production, manufacturing, and financial systems. Combining management, strategy, technology, and digital enterprise topics into one book provides the reader with a holistic understanding of the new developments in these emerging fields. This study will also include key topics of interest on how to address structural changes underway in the local and global business environment for digital enterprise transformation. Featuring research on topics such as e-commerce, organizational learning, and agile management, this book is ideally designed for business professionals, policymakers, researchers, students, and managers.

Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work Sep 18 2021 As the use of remote work has recently skyrocketed, digital transformation within the workplace has gone under a microscope, and it has become abundantly clear that the incorporation of new technologies in the workplace is the future of business. These technologies keep businesses up to date with their capabilities to perform remote work and make processes more efficient and effective than ever before. In understanding digital transformation in the workplace there needs to be advanced research on technology, organizational change, and the impacts of remote work on the business, the employees, and day-to-day work practices. This advancement to a digital work culture and remote work is rapidly undergoing major advancements, and research is needed to keep up with the positives and negatives to this transformation. The Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work contains hand-selected, previously published research that explores the impacts of remote work on business workplaces while also focusing on digital transformation for improving the efficiency of work. While highlighting work technologies, digital practices, business management, organizational change, and the effects of remote work on employees, this book is an all-encompassing research work intended for managers, business owners, IT specialists, executives, practitioners, stakeholders, researchers, academicians, and students interested in how digital transformation and remote work is affecting workplaces.

Beyond Digital Jul 17 2021 Two world-renowned strategists detail the seven leadership imperatives for transforming companies in the new digital era. Digital transformation is critical. But winning in today's world requires more than digitization. It requires understanding that the nature of competitive advantage has shifted—and that being digital is not enough. In Beyond Digital, Paul Leinwand and Matt Mani from Strategy&, PwC's global strategy consulting business, take readers inside twelve companies and how they have navigated through this monumental shift: from Philips's reinvention from a broad conglomerate to a focused health technology player, to Cleveland Clinic's engagement with its broader ecosystem to improve and expand its leading patient care to more locations around the world, to Microsoft's overhaul of its global commercial business to drive customer outcomes. Other case studies include Adobe, Citigroup, Eli Lilly, Hitachi, Honeywell, Inditex, Komatsu, STC Pay, and Titan. Building on a major new body of research, the authors identify the

seven imperatives that leaders must follow as the digital age continues to evolve: Reimagine your company's place in the world Embrace and create value via ecosystems Build a system of privileged insights with your customers Make your organization outcome-oriented Invert the focus of your leadership team Reinvent the social contract with your people Disrupt your own leadership approach Together, these seven imperatives comprise a playbook for how leaders can define a bolder purpose and transform their organizations.

The Change Leader's Roadmap Apr 13 2021 This is the most complete change methodology we have found anywhere." -- Pete Fox, General Manager, Corporate Accounts, Microsoft US In these turbulent times, competent change leadership is a most coveted leadership skill, and savvy change consultants are becoming trusted participants at the board table. For both leaders and consultants, knowing how to navigate the complexities of organization transformation is fast becoming the key to a successful career. This second edition of the author?s landmark book is the king of all ?how-to? books on change. It provides a strategic overview of the author?s proven change process methodology, as well as pragmatic guidance and tools for each key step in a complex transformational change process. The Change Leader?s Roadmap is the most comprehensive guide available for building transformational change strategy and designing and implementing successful transformation. Based on thirty years of action research with Fortune 500 companies, government agencies, the military, and large non-profit global organizations. Outlines every key step in a transformational change process Provides worksheets, tools, case examples, and assessments that you can immediately apply to all types of change efforts Includes updated information on a wealth of topics including the critical path tasks and how to use the CLR to change minds and cultures The new edition also includes new activities, methods for building change capability, guiding principles for change, and advice for leading the human dynamics in change and creating an organizational vision. This book is specifically written for leaders, project managers, OD practitioners, change practitioners, and consultants seeking greater change results.

The GE Work-Out Jan 29 2020 Famous "Work-Out" change-management tool explained by the people who helped develop it. GE's legendary Work-Out program played a key role in the company's phenomenal success over the past decade and has been implemented in many other organizations. Now three executives and consultants who developed the original Work-Out approach at GEoften working directly with CEO Jack Welchdiscuss the inner workings of Work-Out and their experiences at successfully implementing the program at GE. Filled with effective assessment and decisionmaking tools, The GE Work-Out provides concrete and realistic guidance for anyone who wants to implement Work-Out and break down bureaucracy and hierarchy within an organization.

Managing Change in Organizations Jul 05 2020 You don't have to be a change manager to be managing change. Written for managers, HR and OD professionals, this practical guide tells you everything you need to know to support effective business transformation. Managing Change in Organizations provides practical tips and examples on how to manage the people side of change as well as advice on how to engage staff and support them during times of business flux and uncertainty. There is also expert advice on how to ensure that all change activity in the company is aligned with the overall business goals whether this affects people, practices or processes. There is also expert guidance for HR, OD and management professionals on how to manage staff expectations, communicate change effectively and prioritize wellbeing during times of change. It includes practical tools which explain how to develop everyday activities to support the workforce through noticing, checking-in and navigating. Informed by the author's experience with both public and private sector organizations. this book is crucial reading for all HR and OD professionals as well as line managers needing to manage change in their organizations.

Executing Your Business Transformation Mar 25 2022 Practical, tested, implementable real-world advice for transforming any business and is written by people that have "been there and done that". Changing an organization is tough. Transformation is hard work that should not be attempted by the faint of heart or the weak of mind. But transformation is not rocket science either. By taking a realistic, simple and direct view of what is required to transform an enterprise, the authors reduce the noise and nonsense that surrounds much of the discussion of transformation and provide straight forward lessons, examples and thought provoking questions to guide the reader to a more powerful position as an agent of change. Based on the authors' decades of experience dealing with major business transformation, this book provides valuable guidance for any company engaged in large scale change brought on by shifts in the competitive landscape, mergers, acquisitions, or a major restructuring of their business model. Many organizations undergo transformation with lots of enthusiasm, but are frustrated with the results. This book contains a set of lessons gained in the process of working in and with organizations in the process of transformation. The book starts out by framing transformation and explains the overall system the enterprise that is involved in transformation. By doing so, clarity is brought to the question of why change is so difficult and problematic. What you can expect to get by reading this book is: A way of looking at transformation that is comprehensive and yet manageable without all the buzzword bingo terminology 11 critical lessons taken from the author's broad experience on a broad range of topics that you can leverage in your situation To get some thought provoking insight from 10 key questions for each lesson that you can use to apply the lessons to your organization A comprehensive framework for leading transformation that will challenge your thinking and provide a path forward to taking immediate action With rare insight and candor, the authors provide thoughtful advice backed by examples from their comprehensive experience. If you don't like transformation, you are going to hate irrelevance. This book is your best bet for getting the insight you need to transform your organization before it becomes irrelevant.

Practicing Organization Development Aug 18 2021 Completely revised, this new edition of the classic book offers contributions from experts in the field (Warner Burke, David Campbell, Chris Worley, David Jamieson, Kim Cameron, Michael Beer, Edgar Schein, Gibb Dyer, and Margaret Wheatley) and provides a road map through each episode of change facilitation. This updated edition features new chapters on positive change, leadership transformation, sustainability, and globalization. In addition, it includes exhibits, activities, instruments, and case studies, supplemental materials on accompanying Website. This resource is written for OD practitioners, consultants, and scholars.

Transformation Dec 22 2021 God loves us and has a unique blueprint for our life--but it's up to us to find it and live it out. Mingling contemporary stories and biblical anecdotes with practical advice, Silvoso shows how God intervenes in human affairs today to transform people and nations. He also shares five critical paradigms for transformation that are pivotal for change: Discipling Nations, Reclaiming the Marketplace, Looking at Work as Worship, Becoming Salt and Light, and Eliminating Poverty. In these pages, readers will find extraordinary stories about the power of God working through those who discovered their specific purpose. Then they'll be challenged to transform themselves and, by doing so, transform their families, schools, businesses, and nations. Silvoso encourages readers to aim high, knowing that God has entrusted them with great things. "God sees you as a nation transformer," says Silvoso. He has faith in you!

Business Transformation Framework - To get from Strategy to Execution Mar 13 2021 For trainers free additional material of this book is available. This can be found under the "Training Material" tab. Log in with your trainer account to access the material.This book explains the Business Transformation Framework, BTF Version 2016, a structural approach based on best practice. It is a practical approach that helps organizations to design, develop, plan and govern organizational change. Obviously developing a solid and widely supported Change plan is the first step towards a successful organizational change! Simply said: BTF helps to get control over organizational change! In the BTF coherence and collaboration are essential. The BTF approach imposes the establishing of coherence between organizational setting, strategy, and business transformation portfolio as well as between the four different aspects of running the business: Customer Treatment & Channels, Processes & organizational culture, Information & applications and IT infrastructure & facilities. This is a complex process. The BTF methodology helps to make this a manageable process by following a structured and step-by-step approach.Establishing coherence is possible when all divisions in the organizations work together . .Coherence can only be achieved when all levels in the organization and all divisions and employees work closely together. The methodology aims at making change tactile and concrete, so that all stakeholders can be committed and contribute. In the BTF the design and development go hand in hand. That is so, because people are willing to change, but do not like to get a change imposed upon themselves! This book is the official manual of the Business Transformation Framework, BTF Version 2016. Primary target groups are: managers and professionals in the information-intensive firms and industries that are confronted with organizational change. The BTF has already been put into use by: operations managers, CIOs, information managers, portfolio managers, change managers, programme managers and consultants.

Beyond Change Management Jun 23 2019 Transform your organization! To truly transform your organization, you must learn totransform your own mindset. Beyond Change Management-the only bookspecifically about the interaction of leadership style, mindset,and the change process-revolutionizes leaders' approach totransformational change. Shattering the myth that transformationcan be managed, this book-part of the Practicing OD Series--offersyou new directions and ways of thinking and behaving that areessential for successful change. Its unique approach bringsorganization development (OD) into the mainstream of leaders'approaches to change, expanding and integrating the fields of OD,leadership, change management, and consciousness. You'll alsoget: ready-to-use worksheets questionnaires guidelines "Powerful business solutions to the current chaos facing manyorganizations today. Dean Anderson and Linda Ackerman Anderson getto the heart of change, the human touch, by using timelesstechniques and tools." --Ken Blanchard, coauthor, The One Minute Manager and GungHo! "The authors combine their keen observations, sharp insights,and open hearts to produce towering works that will stand aslasting contributions to leadership and organization development. .. .[t]hey guide us along a path of personal discovery so that wemay have the strength of spirit to risk the creation of moremeaningful organizations." --Jim Kouzes, coauthor, The Leadership Challenge and Encouragingthe Hear

Reviving Businesses With New Organizational Change Management Strategies Jun 27 2022 With the gradual resumption of economic activity, most businesses are facing a range of challenges associated with implementing measures to protect the health and safety of their employees. Some employers had to put certain business activities on hold and even start new ones in order to keep their organizations operating efficiently. The global COVID-19 pandemic plus digital transformation and the pressure of Industry 4.0 have challenged companies to manage their organizations in newfound ways. In the short term, they are facing enormous changes to their business plans; in the long term, they must adapt and continue to progress on their original goals. Reviving Businesses With New Organizational Change Management Strategies is a crucial reference book that analyzes the sensitivity of organizations to change management based on methodologies and tools to control impacts, to understand how employees will be impacted in their environment, and to learn how technology will help both the industry and professionals. This book also explores types of frameworks that are built for communication and business continuity, the importance of collaborative and interactive relationships for change management, and emotional factors and issues for change management. Covering topics including change management models, cybersecurity, Health 4.0, privacy and security, and information systems management, this text is essential for managers, executives, human resources managers, academicians, students, and researchers looking for successful business strategies that are leading to increased efficiency, performance, and growth.

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