

Agency and Change

Rethinking change agency
in organizations

Raymond Caldwell

Agency And Change Rethinking Change Agency In Organizations Understanding Organizational Change

Mark Hughes



Agency And Change Rethinking Change Agency In Organizations Understanding Organizational Change:

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

Organizational Change, Leadership and Ethics Rune Todnem By, Bernard Burnes, 2013-02-01 Given recent financial crises and scandals the rise of corporate social responsibility and the challenge of environmental sustainability few would disagree that the role of ethics has taken centre stage in the management of organizations In reality however organizations have found it extremely difficult to promote successful ethical behaviour as this rarely results in short term gains which can be appraised and rewarded By and Burnes bring together leading international scholars in the fields of organizational change and leadership to explore and understand the context theory and successful promotion of ethical behaviour in organizations By focusing on real world examples contributors analyze the issues and challenges that hinder ethical change leadership which can lead to sustainable organizations This unique volume brings together the worlds of organizational change leadership business ethics and corporate social responsibility resulting in a book that will be valuable reading in all four fields With contributions from leading scholars including David Boje Dexter Dunphy Suzanne Bann and Carl Rhodes Organizational Change Leadership and Ethics is a must read

Handbook of Research Methods in Organizational Change David B. Szabla, David Coghlan, William Pasmore, Jennifer Kim, 2023-08-14 The Handbook of Research Methods in Organizational Change offers innovative and practical information to aid in the successful implementation of research methodologies Written by a collective of experienced scholars it provides inspiration for future academics wishing to advance research into human system changes

The Sustainability and Spread of Organizational Change David A. Buchanan, Louise Fitzgerald, Diane Ketley, 2006-12-05 This important book examines issues affecting the sustainability and spread of new working practices The question of why good ideas do not spread the best practices puzzle has been widely recognized But the improvement evaporation effect where successful changes are discontinued has attracted less attention Keeping things the way they are has been seen as an organizational problem to be resolved not a condition to be achieved This is one of the first major studies of the sustainability of change focusing on the example of the NHS by a unique team of health service and academic researchers The findings may apply to a variety of other settings The agenda set out in 2000 in

The NHS Plan is perhaps the largest organization development programme ever undertaken in any sector anywhere. The NHS thus offers a valuable living laboratory for the study of change. This text shows that sustainability and spread are influenced by a range of issues: contextual, managerial, political, individual and temporal. Developing a processual perspective, this fresh analysis considers policy implications and strategies for managing sustainability and spread. This book will be essential reading for students, managers and researchers concerned with the effective implementation of organizational change.

Effective Organizational Change Einar Iveroth, Jacob Hallencreutz, 2015-08-14. Organizations are constantly evolving and intelligent leadership is needed during times of transformation. Change leaders must help people become aware of, understand and find meaning in the new things which arise; they must oversee a sensemaking process. Addressing this need, *Effective Organizational Change* explores the importance of leadership for organizational change based on sensemaking. Combining a theoretical overview, models and conceptual discussions rich with in-depth examples and case studies, this book uncovers what it is that leaders actually do when they lead change through sensemaking. It presents the most current sensemaking research, extends earlier work by developing the concept of landscaping and provides guidelines on how leaders can drive sensemaking processes in practice. This book is for undergraduate, postgraduate and MBA students of organizational change as well as managers embarking on change projects within their organizations.

Managing Organizational Change in Public Services Rune Todnem By, Calum Macleod, 2012-08-21. Forming part of the Understanding Organizational Change series, *Managing Organizational Change in Public Services* focuses on the organizational dimension of change management in public services. Combining aspects of change management theory with real life practice in the form of organizational cases from different regions and sectors, this edited collection identifies and analyzes significant issues regarding the development, implementation and evaluation of public service change initiatives. Featuring contributions from leading authors in the field, this text provides an overview of organizational change management with a focus on leadership management and strategies for change. Looking at cases from Europe and North America, *Managing Organizational Change in Public Services* offers both a global as well as a cross sector analysis of this complex and challenging process. Different sectors that are examined include Transport, Health, Education. This book offers an excellent introduction to change management and how it works within the public service organizations internationally. It will be vital reading for all those engaged with the study or practice of this dynamic subject.

Organizational Change for Corporate Sustainability Suzanne Benn, Melissa Edwards, Tim Williams, 2014-05-09. Since this classic book was first published in 2003, sustainability has increasingly become mainstream business for leading corporations whilst the topic itself has also been a hotly debated political issue across the globe. The sustainability phase models originally discussed in the book have become more relevant with ever more examples of organizations at later stages in the development of corporate sustainability. Bringing together global issues of ecological sustainability, strategic human resource management, organizational change, corporate social

responsibility leadership and community renewal this new edition of the book further develops its unified approach to corporate sustainability and its plan of action to bring about corporate change It integrates new research and brings illustrative case studies up to date to reflect how new approaches affect change and leadership For the first time a new positive model of a future sustainable world is included strengthened by references to the global financial crisis burgeoning world population numbers and the rise of China With new case studies including BP s Gulf oil spill and Tokyo Electric Company s nuclear reactor disaster this new edition will again be core reading for students and researchers of sustainability and business organizational change and corporate social responsibility *The Leadership of Organizational Change* Mark Hughes,2015-10-05 Understanding both leadership and change have been recurrent and popular themes within the business management and organization studies literature However our understanding of leadership and organizational change in combination is far more limited *The Leadership of Organizational Change* offers a critical review of the evolution of leadership and organizational change for the past thirty five years taking stock of what we know identifying what we do not know and establishing how the study of the leadership of change should advance In the late seventies and early eighties as interest in managing and leading change was fuelled by the competitive threat of Asia in general and Japan in particular as perceived by western businesses and governments Burns 1978 writing in his landmark book *Leadership* at this time referred to an intellectual crisis The crisis of leadership today is the mediocrity or irresponsibility of so many of the men and women in power but leadership rarely rises to the full need for it The fundamental crisis underlying mediocrity is intellectual If we know all too much about our leaders we know far too little about leadership While the study of managing change has benefitted from sustained critical scrutiny particularly in the last decade it is believed that this is to have been at the expense of critical scrutiny of leading change *The Leadership of Organizational Change* critically reviews how the study of leading change has advanced since 1978 and the crisis of intellectual mediocrity **The Routledge Companion to Philosophy in Organization Studies** Raza Mir,Hugh Willmott,Michelle Greenwood,2015-11-06 *The Routledge Companion to Philosophy in Organization Studies* provides a wide ranging overview of the significance of philosophy in organizations The volume brings together a veritable who s who of scholars that are acclaimed international experts in their specialist subject within organizational studies and philosophy The contributions to this collection are grouped into three distinct sections Foundations exploring philosophical building blocks with which organizational researchers need to become familiar Theories representing some of the dominant traditions in organizational studies and how they are dealt with philosophically Topics examining the issues themes and topics relevant to understanding how philosophy infuses organization studies Primarily aimed at students and academics associated with business schools and organizational research *The Routledge Companion to Philosophy in Organization Studies* is a valuable reference source for anyone engaged in this field *Organization Change* W. Warner Burke,Wyatt Warner Burke,2010-11-29 Key Features **Routledge Handbook of Sport Management** Leigh

Robinson, Packianathan Chelladurai, Guillaume Bodet, Paul Downward, 2013-03-01 The Routledge Handbook of Sport Management is the most up to date and comprehensive guide to theory and practice in sport management ever published It provides students and scholars with a broad ranging survey of current thinking in contemporary sport management exploring best practice in core functional areas and identifying important future directions for new research Key topics covered in the book include managing performance marketing human resource management the economics and finance of sport strategy managing change governance of sports organizations customer relations branding and retail With contributions from leading scholars and professionals from around the world the book illustrates the global nature of contemporary sport business and highlights the opportunities and challenges for managers operating in an international market place Representing a definitive survey of contemporary issues in sport management this is an essential reference for all students scholars and practitioners working in sport

Handbook of Information Technology in Organizations and Electronic Markets

Angel Salazar, Steve Sawyer, 2007 The rapid growth in the adoption and diffusion of information technologies has important implications for practitioners academics and policy makers The widespread use of information technologies is challenging traditional business models and reshaping socio economic paradigms as well as promoting new social relations jobs and working structures By synthesizing prior research and providing a strong foundation for future research the aim of this book is to contribute to our practical and conceptual understanding of the technological behavioral organizational social and economic issues and their inter relationship in organizations and electronic markets The book covers five broad aspects technological innovations and trends organizational change and knowledge management strategic transformation and social and economic transformation Contributions include works by scholars from recognized international communities of academics practitioners and policy makers

The Oxford Handbook of Organizational Change and Innovation Marshall Scott Poole, Andrew H. Van de Ven, 2021 Why and what organizations change is generally well known how organizations change is therefore the central focus of this Handbook Leading scholars focus on processes of change and the factors that influence these processes with the organization as the central unit of analysis

Handbook of Research on Strategy and Foresight Laura Anna Costanzo, Robert Bradley MacKay, 2009 This important Handbook explores and evaluates dynamic environments and the appropriate strategic responses to them in the 21st century Drawing together a collection of 29 original chapters the Handbook makes an invaluable contribution to theory and practice by stimulating disciplined rigorous and imaginative enquiry into the relationship between strategy and foresight Leading scholars in the field of strategic management are brought together to offer innovative and multi disciplinary perspectives on the past present and future of strategy formation and foresight In so doing they challenge research in four key areas strategy and foresight processes strategy innovation for the future understanding the future and strategically responding to the future The Handbook of Research on Strategy and Foresight is a comprehensive resource that will be invaluable for academics students and

practitioners interested in this important phenomenon

Challenging Perspectives on Organizational Change in

Health Care Louise Fitzgerald,Aoife McDermott,2017-04-21 This volume provides theory and research on organizational change and predominantly features the application of these ideas to the health care domain broadly defined It addresses enduring issues in advancing to an effective health care system The aim of this book is to offer an accessible and readable text aimed at provoking thought and questioning and aiding creativity It proffers arguments and ideas which are firmly based in empirical data and evidence so that the reader may make informed personal evaluations This book is designed to furnish a comprehensive theoretical basis for understanding organizational change in health care as well as selected core issues of contemporary and future importance to the provision of effective care within sustainable systems A series of coherent themes are addressed throughout the book from differing perspectives However every chapter has been written to standalone and be read independently Each offers resources relevant to its focal topic in the form of references case studies and critique Setting out a future research agenda the book will be vital reading for organizational change researchers and practitioners in the healthcare industry

ECRM 2021 20th European Conference on Research Methods in Business and

Management Dr Manuel Au-Yong-Oliveira,Prof Carlos Costa,2021-06-07 Conference Proceedings of 20th European

Conference on Research Methods in Business and Management

Secretary's secondstage review : rethinking the

Department of Homeland Security's organization and policy direction. Pt. I and II : hearing , The Nature of Contemporary Organization Development

Anne Clare Gillon,2018-05-15 The nature of contemporary Organisation Development OD is often written about by both scholars and practitioners yet there is little evidence of these descriptions or debates on key issues having been based on reliably collected data This book compares academic and practitioner perspectives on the profession of OD in the UK and how it has evolved over four decades The research which informs this book was designed to investigate similarities and differences in the perspectives between these two communities Where practitioners and academics views varied in the data reasons for this are explored in this book through the theory lens of Institutionalism Fashions Fads and the Dissemination of Management Ideas The empirical data in how OD has evolved in the UK in the underpinning research to this text was gathered through content analysis of job advertisements from over a four decade period This provided information on changes in the magnitude in the take up of the profession in the UK as well as significant developments in the content of the job roles over the period It will not come as a surprise to find that American thinking dominates in OD as it does in many other domains of management What is a surprise is the extent to which OD practice in the UK is so very different from what the academics tell us it is This book also identifies the extent to which institutional theory is at play in the development of professions with agency is a driver in shaping professions This manifests itself in terms of the perceived interests of what will give leverage for success in practitioner and academic careers The Nature of Contemporary Organization Development is key reading for researchers scholars an practitioners alike of

Organizational change and development organizational studies management philosophy and related disciplines *California Management Review* ,2010 Transforming Public Leadership for the 21st Century Ricardo S. Morse,Terry F. Buss,C. Morgan Kinghorn,2014-12-18 The forces of globalization are shifting our world including the public sector away from hierarchy and command and control toward one of collaboration and networks The way public leadership is thought about and practiced must be and is being transformed This volume in the Transformational Trends in Governance Democracy series explores what the shift looks like and also offers guidance on what it should look like Specifically the book focuses on the role of career leaders those in public service who are agents of change not only in their own organizations but also in their communities and policy domains These leaders work in network settings making connections and collaborating to create public value and advance the common good Featuring the insights of an authoritative group of contributors the volume offers a mix of scholarship from philosophical discussions to conceptual models to empirical studies that taken together will help inform the transformation of public leadership that is already underway

Decoding **Agency And Change Rethinking Change Agency In Organizations Understanding Organizational Change**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Agency And Change Rethinking Change Agency In Organizations Understanding Organizational Change**," a mesmerizing literary creation penned with a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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