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The Theory And Practice Of Change Management Second Edition

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Management John Hayes, 2018-01-24 John Hayes bestselling textbook combines a scholarly discussion of change management with a host of practical tools and techniques. It provides future managers with all the skills they need to diagnose the need for change and to ensure its successful implementation. The book's unique underpinning framework views change as a purposeful and constructed sequence of events rather than something chaotic and unmanageable. Its hands-on approach includes a number of Change Tools that students can apply to various scenarios, an array of case studies and examples based on real-life organisations worldwide and video interviews with experienced change practitioners who share their insights on key topics. The book will be essential reading for final-year business undergraduates as well as MBA and postgraduate students who are taking modules in change management or organisational change. It is also ideal for change practitioners and consultants. New to this Edition: Two new chapters on ethical change management practice. A new chapter on value innovation. A new section showing how the book supports employability skills. Brand new international case studies and examples including the Volkswagen emissions scandal, the collapse of BHS and company culture at Uber. A free-to-access website featuring audio-visual tutorials with narration by the author, lecturer slides, detailed briefings on the book's case studies and much more. **Project Management Theory and Practice, Second Edition** Gary L. Richardson, 2014-10-29

Updated to reflect the Project Management Institute's PMI's Project Management Body of Knowledge (PMBOK) Guide Fifth Edition, the new edition of this bestselling textbook continues to provide a practical and up-to-date overview of project management theory. Project Management Theory and Practice, Second Edition explains project management theory using language that is easy to understand. The book integrates the organizational environment that surrounds a project to supply the well-rounded knowledge of theories, organizational issues and human behavior needed to manage real-world projects effectively. This edition includes a new chapter on Stakeholder Management, which is a new knowledge area covered in the new PMBOK Guide. It also provides updated references and a new streamlined organization of chapters. There are several project-related model frameworks sponsored by PMI and many of these are covered in this text. Specifically, the book details Work Breakdown Structures (WBS), Earned Value Management (EVM), Enterprise Project Management (EPMO), Portfolio Management (PPM), Professional Responsibility and Ethics. For many of the major sections, the PMI Global Accreditation curriculum learning objectives have been adapted with permission of PMI and used to guide the content. Filled with end-of-

chapter questions scheduling and budgeting problems and scoping projects this text is ideal for classroom use and essential reading for anyone seeking project management certification The book also includes sample empirically oriented worksheets that demonstrate various management decision and analysis oriented tools

The Practice and Theory of Project Management Richard Newton, 2019-11-05 Managing projects a prominent feature of working life inevitably involves change at some level Even though successful project management depends on organisational change textbooks often fail to recognise this symbiotic nature This book offers students a practical understanding of the strategic and organisational role of projects

The Facilitating University Adrianus Hendrikus Wilhelmus van der Zanden, 2009 *Change and Knowledge Management Second Edition*, *Change Management: Financial Times Briefing ePub eBook* Richard Newton, 2012-12-27 A concise and pithy reference guide that gives senior managers and executives powerful practical and accessible guidance on everything they need to know about change management to get the right results for their business This book provides senior managers and executives with the powerful coherent practical and accessible guidance they need to drive value adding change in their business Encompasses what that level of management need to know with sufficient theory but primarily concrete guidance on achieving change Structured in the series format of the Financial Times Briefing series concise pithy and to the point these books offer Powerful practical advice to help executives make essential business decisions A concise and focused overview to give executives the crucial information they need Special design to help busy business leaders get the knowledge they need fast

Understanding and Using Theory in Social Work Juliette Oko, 2012-06-28 Written in an accessible style this title introduces theory as an explanatory framework that is drawn upon by the social worker to inform their decision making process by helping to make sense of what is going on

Managing Change Mark Hughes, 2010-08-13 Managing Change A Critical Perspective explores how and why change occurs in organizations and how the change process can be managed effectively Complete with an appendix featuring twenty popular change management techniques it is an ideal core textbook for change modules on HR and business degree programmes at both undergraduate and postgraduate level It offers a critical perspective challenging the main assumptions and ensuring that the complexity of the subject is understood and appreciated This fully updated 2nd edition of Managing Change A Critical Perspective includes new chapters on perspectives power and politics ethics agents and agency HRM and evaluation Its revised structure reflects strategic group and individual change and a revised final chapter evaluates the practice and theory of change management Online supporting resources include annotated weblinks for students an instructor's manual complete with commentary on questions and cases in the book and lecture slides and additional case studies for tutors

Project Portfolio Management, Second Edition Clive N. Enoch, 2019-02-13 The focus of this book is aimed at providing a mechanism to determine the individual and cumulative contribution of portfolio components to strategic objectives so that the right decisions can be made regarding those components Project portfolio management PFM is a critically important discipline which organizations must

embrace in order to extract the maximum value from their project investments Essentially PfM can be defined as the translation of strategy and organizational objectives into projects programs and operations portfolio components the allocation of resources to portfolio components according to organizational priorities alignment of components to one or more organizational objectives and the management and control of these components in order to achieve organizational objectives and benefits The interest and contribution to the body of knowledge in project portfolio management has been growing significantly in recent years however a particular area of concern is the decision making during the management of the portfolio regarding which portfolio components to accelerate suspend or terminate Failing to determine how the individual and cumulative components of a portfolio contribute to an organization s strategic objectives leads to poorly informed decisions that negate the positive effect that a sound understanding of project portfolio management could have in an organization

The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development H. Skipton Leonard, Rachel Lewis, Arthur M. Freedman, Jonathan Passmore, 2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes *Systems Intelligence - Discovering a Hidden Competence in Human Action and Organizational Life*, 2004 **Theory and Practice of Leadership** Roger Gill, 2006 Providing a comprehensive and critical review of the major theories of leadership this text uses many varied examples from Europe and the US in order to relate leadership theories to both real cases and their own experiences Unconventional Methodology in Organization and Management Research Alan Bryman, David A.

Buchanan, 2018-03-21 Most researchers in organization and management studies stick to two or three traditional research methods like surveys and interviews Sticking with the familiar is seen as a safe bet and innovation is discouraged by academic incentives and rewards But research participants are now suffering from survey fatigue and using the same old methods runs the risk of generating the same old findings This book describes twelve unconventional methodologies in organization and management research These include unconventional research settings and data sources unconventional research designs and data collection methods unconventional analytic approaches and designs and methods that exploit new technology developments The aim is to encourage dialogue and experimentation with regard to the development of innovative unconventional approaches to organization and management research Several commentators have criticized the way in which research methods have become more formulaic and have argued for greater diversity in research approaches

The methodological perspective that we adopt shapes our interpretation of the information that we gather. Different methods generate different kinds of information leading to different ways of understanding the phenomena that we are investigating. Our methods influence our styles of theorizing, ways of thinking and reasoning and forms of writing and reporting research. This book will be of value to academic researchers in organization and management studies. Doctoral candidates and Masters students on MBA and similar programmes.

Leadership and Change Management Annabel Beerel, 2009-05-13 Recognizing and responding to change is the oxygen of life for an organization and leadership is fundamentally about focusing organizations on these new realities. Leadership and Change Management provides the reader with a practical real world understanding of several dimensions of leadership that are usually neglected in management textbooks such as the nature of new realities and how managers can improve their insight into them and how leaders can identify and overcome resistance to change. Drawing on a wide range of insightful global real life case studies to capture the imagination, the topics covered include critical systems thinking, philosophies of leadership, group dynamics, authority, ethics, personal character and the psychology of leadership. This comprehensive text will be of interest to anyone looking for a more thoughtful engagement with the key issues in leadership and change management.

The Theory and Practice of Training Roger Buckley, Jim Caple, 2009-09-03 Firmly established as a comprehensive introduction on the topic, this 6th edition provides a wide ranging outline of the major instructional and training concepts and their relationship to training in practice. The authors have expanded on information relating to the training environment, equipment and strategies as well as new material on cognitive task analysis (CTA) and a new chapter on individual training and development. Written with the newcomer to the training function in mind, it provides numerous real life case studies to illustrate the theory. This engaging and practical book is as valuable to those who want to put their training experience into a coherent context as it is to managers who need to understand the role that training can play.

Changing Change Management Darren McCabe, 2020-01-03 The literature on Change Management works from the premise that management possesses the power to achieve change and this is evident in that resistance is little more than a footnote in most textbooks. This assumption sits uneasily however with the high failure rate of Change Management interventions. This book seeks to explain this paradox by providing a critical relational approach towards Change Management. What would a book on Change Management look like that takes resistance seriously? This book attempts precisely this by exploring how resistance is as much a part of change as the strategies of those that seek to enact it. The findings are drawn from a qualitative study of organizational transformation in a Local Government Authority in the UK. Its detailed empirical insights enable readers to explore organizational change from many different perspectives, considering issues such as the strategic use of metaphor and counter metaphors, management and employee resistance, organizational politics and cynicism. It will be of interest to researchers, academics and students interested in change management, organizational studies, human resource management and critical management.

studies **Change Management** Professor Robert A Paton,James McCalman,2008-05-13 This updated 3rd edition of a popular text on change management guides readers through the technological organizational and people oriented strategies that managers use to implement change Revised to include power and politics culture and gender the authors have also added international case studies that set change management within the context of globalization Change Management provides readers with frameworks for applying different models of change to different scenarios offers proactive approaches to change that relate to business performance and gives practical step by step guidance on handling change Undergraduate and post graduate students who use this book will gain a greater understanding of change management in the workplace

Value Creation, Reporting, and Signaling for Human Capital and Human Assets M. Russ,2014-12-16 The issues discussed in this book are the building blocks needed for an interdisciplinary theoretical framework that will allow for value creation and reporting by the most important assets organizations have its human capital Encyclopedia of Knowledge Management, Second Edition Schwartz, David,Te'eni, Dov,2010-07-31 Knowledge Management has evolved into one of the most important streams of management research affecting organizations of all types at many different levels The Encyclopedia of Knowledge Management Second Edition provides a compendium of terms definitions and explanations of concepts processes and acronyms addressing the challenges of knowledge management This two volume collection covers all aspects of this critical discipline which range from knowledge identification and representation to the impact of Knowledge Management Systems on organizational culture to the significant integration and cost issues being faced by Human Resources MIS IT and production departments

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