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## ~~Making Sense of Change Management~~

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Making Sense of Change Management gives you the tools, the techniques and the structure to managing and leading change in an organization, whether dealing with individuals, teams, or the business as a whole. It covers all the key scenarios, including business restructure, mergers and acquisitions, cultural change and IT-based process change.

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The definitive, bestselling text in the field of change management, *Making Sense of Change Management* provides a thorough overview of the subject for both students and professionals. Along with explaining the theory of change management, it comprehensively covers the models, tools, and techniques of successful change management so organizations can adapt to tough market conditions and



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succeed by changing their strategies, structures, boundaries, mindsets, leadership behaviours and of course their expectations of the people who work within them. This completely revised and updated 4th edition of Making Sense of Change Management includes more international examples and case studies, emerging new thinking and practice in the area of cultural change and a new chapter on the interrelationship with project management (PM) and change management. It also covers complexity models, agile approaches, and stakeholder management along with cultural sensitivity and what to do when cultures collide. Making Sense of Change Management remains essential reading for anyone who is currently part of, or leading, a change initiative. Online supporting resources include lecture slides, making

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This is an ideal textbook for MBA or graduate students focusing on leading or managing change.

Making Sense of Change Management is about making change easier. It is aimed at anyone who wants to understand why change happens, how it happens and what needs to be done to make change a welcome rather than a dreaded concept. However, this book is not a 'one size fits all' simplistic panacea to all change whatever the circumstances. Instead it offers considered insights into the many frameworks, models and ways of approaching change and helps the reader to apply the right approach to each unique situation. Contents include: individual change; team change; organizational change; leading change; structural change;

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mergers and acquisitions; cultural change; IT-based process change; and how best to implement change. Written for academics and professionals alike, Making Sense of Change Management identifies and offers explanations of all current models of change as well as offering practical guidelines and examples showing the reader why change can go wrong; and how to get it right.

Applying an invaluable sensemaking framework to organizational change and combining the theory and practice of implementing change, this book represents an instructive and informative view on change in business. Its strength lies in two key areas: the discussion and explanation of a strategic sensemaking approach, for helping managers,

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management educators and students to understand organizational change a longitudinal study of a major company which underwent several organizational changes, revealing some of the key problems and challenges that managers face when introducing, implementing and managing change. Rather than being structured as a 'how to' book, this outstanding text provides the reader with practical insights and skills for managing (or resisting) change. Applying Weick's famous sensemaking approach, it offers a unique way to understand the processes involved in organizational change.

Making Sense of Leadership identifies the five key roles used by effective leaders. A practical, accessible and solution-

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focused book, it helps entrepreneurs, managers and leaders develop their leadership skills. The authors examine successful leaders to determine the type of leadership roles which succeed. This allows them to present five distinct roles of leadership, which are used to promote positive change and innovation. The authors encourage the reader to play with these, recognizing and taking on those elements which most appropriately suit their situation. Discovering these roles offers an important guide to the new leader, in order for them to shape their own leadership approach. It also provides interesting challenges to the existing leader who wants to refresh their stance in order to tackle a new situation. The book is supported by exercises for both individuals and groups, so that the text can also be used as a learning and

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Changemaking takes a fresh look at managing change. Focusing on tactics rather than strategy, the book is for those who carry out the practical day-to-day work of supporting and sustaining change. It focuses on the details, and provides the needed toolkit: materials that readers can refer to, draw on, and adapt. These include checklists, templates, questionnaires, tactics, FAQs, talking points, e-mails, and other resources. Short case histories illustrate what can go wrong and how it can be made to go right. The book provides a framework of seven factors that summarize the conditions, resources, and processes that support successful change. It

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also offers specific guidance on processes that are often employed to move a change initiative forward, including making the case for change, managing employee focus groups, and developing FAQ (Frequently Asked Question) guides. The 50 resources are designed to provide a starting-point for readers to adapt and use in their own organizations. Develop the materials to reflect your own goals and needs, and deploy them as you support your own change initiative

The change management profession is no longer in its infancy. Readily identifiable in organizations and in business literature it is no longer reliant on parent disciplines such as

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organizational development or project management. Change management is itself in a state of change and growth - the number of jobs is increasing and organizations are actively seeking to build their change management capability. The Effective Change Manager's Handbook, the official guide to the CMI Body of Knowledge, is explicitly designed to help practitioners, employers and academics define and practice change management successfully and to develop change management maturity within their organization. A single-volume learning resource covering the range of underpinning knowledge required, it includes chapters from esteemed and established thought leaders on topics ranging from benefits management, stakeholder strategy, facilitation, change readiness, project management and education and learning



Access PDF Making Sense Of Change Management A Complete To The Models Tools And Techniques Of Organizational Change. Covering the whole process from planning to implementation, it offers practical tools, techniques and models to effectively support any change initiative.

The ability of a business to engage in real organizational learning and to do so faster and in a more sustainable way than its competitors is being increasingly seen as an essential component of success. In Making Sense of Organizational Learning, Cyril Kirwan examines the wide range of factors necessary to create and sustain organizational learning and knowledge at all levels. At the individual level, the generation of continuous learning opportunities and reflection on experiences are critically important. At the team level, it's about encouraging collaboration, team learning and the

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sharing of knowledge. At the organizational level, the emphasis is on building systems to capture and share knowledge and providing strategic leadership for learning. The book shows you how you can best exploit the knowledge that already exists within your organization while at the same time develop the capability of the people that work there. It deals in turn with individual learning; learning with others; learning in organizations; and in particular the role of the HR function and of line managers. Each chapter provides theoretical background and real-world examples. Diagnostic questionnaires, checklists and other tools are also included. Making Sense of Organizational Learning provides an evidence-based argument for the adoption of effective organizational learning policies and practices, and offers a

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Techniques Of Organizational  
Change

real opportunity to improve performance. Thinking practitioners working in and around learning and development or organization development will find it invaluable, as will those undertaking post-graduate study in HR and related disciplines.

The book is intended to provide a much deeper understanding of agile principles, methodologies, and practices to enable project managers to develop a more agile approach and understand how to blend and tailor agile and traditional principles, methodologies, and practices to create an appropriate balance of control and agility to fit a business environment as well as the risks and complexities of any individual project. The book will also provide business

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managers and leaders an understanding of how to fit agile methodologies into an overall business strategy that provides the right balance of control and agility for their business.

Tremendous forces for change are radically reshaping the world of work. Disruptive innovations, radical thinking, new business models and resource scarcity are impacting every sector. Although the scale of expected change is not unprecedented, what is unique is the pervasive nature of the change and its accelerating pace which people in organizations have to cope with. Structures, systems, processes and strategies are relatively simple to understand and even fix. People, however, are more complex. Change can have a different impact on each of them, all of which can

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cause different attitudes and reactions. Managing and Leading People Through Organizational Change is written for leaders with the key responsibility of managing people through transitions. Managing and Leading People through Organizational Change provides a critical analysis of change and transformation in organizations from a theoretical and practical perspective. It addresses the individual, team and organizational issues of leading and managing people before, during and after change, using case studies and interviews with people from organizations in different sectors across the globe. This book demonstrates how theory can be applied in practice through practical examples and recommendations, focusing on the importance of understanding the impact of the nature of change on individuals and engaging them

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