Epub free Best practices in change management (2023)

Change Management Excellence Making Sense of Change Management Organizational Change and Change Management Beyond Change Management Change Management Leading and Implementing Business Change Management Enterprise Change Management Change Management Change Management Reconsidering Change Management Site Reliability Engineering The Effective Change Manager's Handbook Change Management Beyond Change Management Best Practices in Change Management 11th Edition Change Management Change Management and the Human Factor Agile Change Management HBR's 10 Must Reads on Managing People Innovative Change Management (ICM) Change Management in Information Services Changing Change Management Organisational Behaviour and Change Management Change Management Practical Change Management for IT Projects Making Sense of Change Management The Hard and Soft Sides of Change Management Change Management The Theory and Practice of Change Management Managing the Change Process Organizational Change Management Strategies in Modern Business ADKAR Change Management Managing Organizational Change THE ART OF CHANGE MANAGEMENT The Change Management Handbook How Successful Organizations Implement Change Change Management The Effective Change Manager The Effective Change Manager

Change Management Excellence

2006

this definitive bestselling text in the field of change management provides comprehensive guidance of everything needed to successfully navigate times of change making sense of change management provides a thorough and accessible overview for students and practitioners alike without relying on assumed knowledge it comprehensively covers the theories and models of change management and connects them to workable approaches and techniques that organizations of all types and sizes can use to adapt to tough market conditions and succeed by changing their strategies structures mindsets leadership behaviours and expectations of staff and managers this completely revised and updated fifth edition contains new chapters on digital transformation and becoming a sustainable business new material on resilience well being and effective leadership and new examples from organizations including google burberry and volvo supported by food for thought and stop and think features to aid critical thinking and understanding as well as checklists tips and helpful summaries making sense of change management remains essential reading for anyone who is currently part of or leading a change initiative new and updated accompanying online resources include international case study question packs for lecturers and lecture slides with reflective questions

Making Sense of Change Management

2019-11-03

this book explains how change encompasses many different phenomena occurs in a variety of ways and can have widely divergent causes and driving forces it also helps to develop a constructive theory dealing with planned organizational change the book is divided into two main sections part 1 discusses how organizations can tackle change actively in order to meet the new challenges they are facing the author provides an analysis model based on four elements driving forces the content and scope of change the process of change and the context of change part 2 addresses how an organization can implement a planned change emphasis is placed on how those who are responsible for implementing the change the change agents can apply various change strategies and how planned change processes can be managed the author shows how various change strategies and different ways of managing change can be equally effective but in different situations the book uses an interdisciplinary outlook and it is based on research in the fields of psychology and sociology as well as political science and economics the extensive references to source materials also mean that it is useful for anyone who would like to study organizational change in more depth dag ingvar jacobsen is the author of several books in the fields of organization and management political science and methodology he is co author of the book hvordan organisasjoner fungerer how organizations function which is one of the most frequently read books in scandinavia about organization theory

jacobsen is a professor at the university of agder and is a very popular speaker

Organizational Change and Change Management

2021-04-13

with this extensively upgraded second edition dean anderson and linda ackerman anderson solidify their status as the leading authorities on change leadership and organizational transformation this is without question the most comprehensive approach for leaders who are serious about making change a strategic discipline jim kouzes author the leadership challenge and the truth about leadership a comprehensive look at what it really takes to lead transformation successfully written by two of the masters of the craft the author s best selling first edition has been significantly updated to deliver critical insights about how leaders can achieve breakthrough results from transformational change even in these challenging times the book introduces conscious change leadership and provides insights about the critical human and change process dynamics that leaders must be aware of in order to succeed and reveals why most leaders do not see these dynamics most importantly it highlights the shift in worldview leaders must make to deliver greater success the book outlines the author s highly successful multi dimensional process approach to transformation addressing change at the organizational team relational and personal levels it thoroughly addresses leadership mindset and behavioral modeling culture change and large systems

implementations providing best practices developed over three decades of successful consulting to fortune 500 executives written for executives and managers od consultants change managers project managers and change consultants this must read book provides the foundation for successful change leadership and consulting based on thirty years of action research with fortune 500 companies government agencies the military and large non profit global organizations provides worksheets tools case examples and assessments that you can immediately apply to all types of change efforts contrasts two vastly different leadership approaches to change and reveals why only one works provides solutions for turning employee resistance into commitment outlines the common mistakes in change and how you can avoid them reveals the differences between transformation and other types of change so you can build strategies that really get results beyond change management advances the field of change leadership and takes the concept of managing change in organizations to a whole new level it is a must read for anyone wanting to stay abreast of advancements in the field together with its companion volume the change leader s roadmap how to navigate your organization s transformation these books can be used as texts in corporate or graduate school training programs and courses

Beyond Change Management

2010-10-26

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

Change Management

2008-05-13

being change capable is the new normal for today s growth minded organizations the do more with less strategies of the past are no longer effective in preparing organizations to meet the increasing challenges for growth competitiveness and innovation required of them in this new era business change challenges including customer and market shifts legal and regulatory requirements strategic redirection acquisitions strategic partnerships and cultural transformation are demanding that organizations effectively and efficiently manage change across multiple dimensions to reach this level of change capability organizations must adopt an integrated balanced and customized approach to change management change management is addressed from the unique perspective of both its foundational concepts as

well as practical application using an integrated scalable and flexible
framework this book provides tools which can be readily customized and
applied to initiatives across or within stages of the business change
management lifecycle from assessing the need for change through planning the
change initiative designing a balanced change solution which integrates the
people process and project management elements through deploying and
institutionalizing the change common risks associated with failed or stalled
change initiatives are presented with best practices and key topics
associated with change management are explored and illustrated through real
life case studies aimed at both the professionals within organizations and
post graduate students and researchers within business strategy
organizational behaviour and change management disciplines this book will
provide a conceptual understanding of change management and a roadmap with a
supporting toolbox for leading and implementing change that sticks

Leading and Implementing Business Change Management

2013-07-18

one of the biggest challenges facing organizations today is the ability to
deliver the necessary change to sustain competitive advantage and adapt to
economic and market environments however the gap between what organizations
would like to deliver and their capabilities to do so is getting increasingly
wide enterprise change management provides a practical roadmap for bridging
this gap to help organizations build the sustainable capabilities to

implement a portfolio of changes based on research on change performance from over 300 organizations and 400 000 data points over a 21 year period enterprise change management will help diagnose the root causes of the organizational change gap manage demand for change and create the context for successful continuous change in the organization this book introduces five core capabilities adaptive leadership executing single changes effectively managing the demand for change hiring resilient people and creating the context for successful change frameworks processes and tools help readers assess change capabilities and then create a strategy to close the change gap and improve performance in their organization

Enterprise Change Management

2016-04-03

change management is the missing piece that takes good ideas and turns them into business success this book is not only a solid introduction to the discipline of change management but is the primer to catalyze change leadership and competency in your organization the responsibility for creating competencies to manage and lead change does not rest solely with hr but lies within all management right to the seat of the ceo this book is a practical look at what it means to manage the people side of change

Change Management

2003

marcus goncalves guides us through the do not s of change management with fatherly wisdom while masterfully weaving in a constant message human experience and the synergy in human communication are our most valuable resources

Change Management

2007

despite the popularity of organizational change management the question arises whether its prescriptions and dominant beliefs and practices are based on solid and convergent evidence organizational change management entails interventions intended to influence the task related behavior and associated results of an individual team or entire organization there is a perception that a lot of change initiatives fail and limited understanding about what works and what does not and why drawing on the field of psychology and based on primary research reconsidering change management identifies 18 popular and relevant commonly held assumptions with regard to change management that are then analyzed and compared to the four specific themes laid out in the book people leadership organization and change process resulting in their own set of assumptions each assumption will have a brief introduction in which its

relevance and popularity is explained by studying the scientific evidence in particular meta analytic evidence the book provides students and academics in the fields of change management organizational behavior and business strategy the best available evidence for the acceptance or dropping of certain change management assumptions and their accompanying practices by exploring the topics people leadership organization and process and the related assumptions change management is restructured and reframed in a prudent positive and practical way

Reconsidering Change Management

2016-06-23

the overwhelming majority of a software system s lifespan is spent in use not in design or implementation so why does conventional wisdom insist that software engineers focus primarily on the design and development of large scale computing systems in this collection of essays and articles key members of google s site reliability team explain how and why their commitment to the entire lifecycle has enabled the company to successfully build deploy monitor and maintain some of the largest software systems in the world you ll learn the principles and practices that enable google engineers to make systems more scalable reliable and efficient lessons directly applicable to your organization this book is divided into four sections introduction learn what site reliability engineering is and why it differs from conventional it industry practices principles examine the patterns behaviors and areas of

concern that influence the work of a site reliability engineer sre practices understand the theory and practice of an sre s day to day work building and operating large distributed computing systems management explore google s best practices for training communication and meetings that your organization can use

Site Reliability Engineering

2016-03-23

the effective change manager s handbook helps practitioners employers and academics define and practise change management successfully and develop change management maturity within their organization a single volume learning resource covering the range of knowledge required it includes chapters from established thought leaders on topics ranging from benefits management stakeholder strategy facilitation change readiness project management and education and learning support endorsed by the change management institute and the official guide to the cmi body of knowledge the effective change manager s handbook covers the whole process from planning to implementation offering practical tools techniques and models to effectively support any change initiative the editors of the effective change manager s handbook richard smith david king ranjit sidhu and dan skelsey are all experienced international consultants and trainers in change management all four editors worked on behalf of the change management institute to co author the first global change management body of knowledge the effective change manager and

are members of the apmg international examination panel for change management

The Effective Change Manager's Handbook

2014-11-03

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

Change Management

2002-02-28

apply best practices research to the changes in your organization to optimize
your change management approach and achieve results as the most comprehensive
body of knowledge on change management best practices in change management
gives you the access to benchmarks and best practices you need to be
effective since 1998 prosci has conducted research with more than 8 100
change leaders the eleventh edition of best practices in change management
presents data from the 2019 study which surveyed 1863 project leaders and
change practitioners representing organizations from 85 countries the edition
combines the findings from the 2019 study with findings from previous studies
conducted in 1998 2000 2003 2005 2007 2009 2011 2013 2015 and 2017 to form
this exhaustive compendium of benchmarking findings participants revealed the
factors that contributed to their project success what they would do
differently on their next change project how they integrated change
management in their organizations and how they built an enterprise wide
change management capability compare your efforts to these benchmarks and
apply best practices in your own change management work

Beyond Change Management

2020-09-14

this text covers all the key elements of organisational team and individual change with a critical edge because change is a complex subject area that is often difficult to categorise it also offers a critical perspective that challenges assumptions in this area as well as ensuring that the complexities of this area remain clear

Best Practices in Change Management 11th Edition

2006

change management and organizational development is unthinkable without people human beings form its core as both subjects and objects of change this volume attempts to cut through to the core of change management to the people that stand at its heart and focuses on their intrinsic role in change management and organizational development topics covered in this volume encompass the human element within organizational change how this impacts roles dynamics of team interaction and affects the workplace in teaching and learning settings it also addresses resistance to institutional and organizational change and the central role that agile management plays in this process

Change Management

2014-10-06

the second edition of agile change management provides essential tools to build change manager capabilities and ensure change initiatives are embedded effectively throughout the organization this book is a comprehensive resource for creating a roadmap that is flexible and unique to each organization to manage any type of change initiative detailing all the processes activities and information needed from creating the right environment for change to completing iterative tasks it shows how to respond to different needs as they arise reducing the potential for wasted time and resources the updated second edition features chapters on behavioural change and decomposition in planning iterations and new material on prototyping for business needs and virtual leadership whether implementing a large scale transformation or working through projects at micro level agile change management provides tools frameworks and examples necessary to adapt to and manage change effectively

Change Management and the Human Factor

2021-10-03

business

Agile Change Management

2011

innovative change management icm represents the accumulated wisdom and knowledge of one of the world s foremost performance improvement specialists it includes a clear and thorough explanation of the necessary critical tools for creating a system that results in a much higher percentage of your initiatives progressing to successful projects studies conducted by organizations such as gartner ernst young and harrington management systems indicate that on average less than 25 of the innovative projects achieve sustained success the american productivity quality center s 2018 survey report pointed out that 88 of the organizations felt that process management discipline must be changed and 53 8 felt they must create a continuous improvement culture through the effective use of the icm methodology you can turn thousands of lost employee hours into millions of dollars in increased profit this book unveils to the reader for the first time how icm combines project change management culture change management and project management concepts to create an effective and innovative organization these concepts combined result in homogeneous improvements in performance improvement and cultural change the book outlines a step by step procedure designed to apply icm to complex programs such as process redesign and supply chain management as well as to simpler ones such as relocation of offices in addition it provides field tested change methodologies to help you systematically include change into your strategic management plan this book shows you how to set the

stage for icm develop a new management style that encourages innovation develop and implement a project change management methodology to support the project management methodology develop a cultural change management program how to reward and recognize the innovation activities generated by your employees make icm an important part of the strategic plan help employees understand the career enhancing aspects of change how to maximize your organization s roc return on change most of the activity related to change management focuses on successfully implementing individual projects statistics indicate that this is not enough to keep up with today s rapid changing innovative competition as most profitable organizations are working diligently on increasing their innovation capabilities this focus is requiring a completely new restructured management style and behavioral patterns that are foreign to most of today s successful managers

HBR's 10 Must Reads on Managing People

2018-02-21

information services are currently going through what is probably the most significant period of change in their history at the same time thinking about organisational change in general management has continued to develop and many of the emerging ideas strategies and processes are increasingly relevant to information services since the first edition of this highly regarded book was published in 2000 the pace of change has accelerated because of the influence of digitisation and technological developments in general the emergence of

what might be called a business culture changes in skills and knowledge requirements and changes in user and personnel attitudes despite these rapid developments the current literature tends to reflect a preoccupation with technological developments at the expense of consideration for the broader managerial base this second edition fills the gap in the literature and is fully updated with the inclusion of a number of new chapters and new case studies

Innovative Change Management (ICM)

2016-04-15

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 in Information Services

2020-01-03

the aim of this title is to examine the nature of organisational culture and structure and their influence on the ability of the organisation to cope to this rapidly changing environment

Changing Change Management

2016-03-23

change management manage change or it will manage you represents a substantial core guidance effort for change management practitioners organizations currently contend with increasingly higher levels of knowledge driven competition many attempt to meet the challenge by investing in expensive knowledge driven change management systems such systems are useless and sometimes even harmful for making strategic decisions because they do not distinguish between what is strategically relevant and what is not this management for results handbook focuses on identifying and managing the

specific critical knowledge assets that your organization needs to disrupt your competitors including tacit experience of key employees a deep understanding of customers needs valuable patents and copyrights shared industry practices and customer and supplier generated innovations the authors present two aspects of change management 1 traditional change management as it impacts the project management team s activities and 2 a suggested new approach to change management directed at changing the culture the focus is to prepare the people impacted by the project and change activities to accept and adapt to the new changed working conditions the first half of the book deals with traditional change management which covers the topics of remembering understanding and applying the second half presents the authors new approach to changing the culture which deals with analyzing evaluating and creating

Organisational Behaviour and Change Management

2014-03-27

transform your it project and make change stick with this step by step guide in today s fast paced world of change companies expect you to do more with less drawing on over a decade of change management experience as a consultant with fortune 500 companies including ibm and ncr emily carr shares the secrets to making change happen smoothly if your company is like most the number one reason that projects have failed over the years don t have to do with technology they have to do with people people didn t like the new

technology people weren t trained properly on the change people hadn t received adequate communications and didn t understand the change sound familiar project teams rarely forget to work on the technology but they often forget to work with the people and no matter how amazing your new technology is it s useless unless people use it efficiently this book will help you focus on the people packed with templates checklists and real life examples this user friendly guide will provide you with the insights and guidance of an expert consultant for a fraction of the price you ll follow a clearly laid out path from change management novice to confident and prepared change manager you ll be introduced to the five pillars of change sponsorship stakeholder management communication training and organization design you will work step by step through templates in each pillar to build and run a comprehensive change management plan tailor made to your project and organization

Change Management

2004

written for academics and professionals alike this book is an attempt to make change easier it is aimed at anyone who wants to understand wy change happens how it happens and what needs to be done to make change a welcome rather than a dreaded concept

Practical Change Management for IT Projects

2021-03-23

change isn t going anywhere learn how to manage it we live in a wild world of volatility unpredictability chaos and ambiguity with change seemingly as the only constant change can be difficult it often induces resistance panic and fatigue and as you may expect or have experienced first hand many organizations aren t handling change all that well with many efforts resulting in failure what you may not realize however is that some workplace change initiatives are stunning successes rolling out smoothly and more easily embraced why do some change initiatives fail while others succeed how can organizations and employees handle change better in the hard and soft sides of change management kathryn zukof offers practices and approaches to help you and your organization roll out receive and manage change effectively namely zukoff shows that you need to manage the process or the hard side and the people or the soft side of change and find the sweet spot between the two she demonstrates that when you integrate both sides you and your organization can make change less of a hit or miss affair successful change management means deploying sound project management techniques that increase the odds of achieving the outcomes of your change initiative it also means helping employees understand the need and vision for change so they feel less threatened by it and become excited and energized by what s ahead to deliver best results you need to define the change and how to get there with project charters and plans involve the right people in the right ways from dedicated

change teams to affected stakeholders build support understanding and awareness with communication training and resistance management plans assess progress and adjust along the way through action reviews and steps to tackle thorny issues capturing the inherently messy nature of workplace change from technology implementations mergers and acquisitions and business transformations to office relocations and more this book offers tangible insights to help you and your organization tackle change challenges follow the book s tools and practices to lessen the messy and objectionable parts of change and actively give your change initiatives the best chance for positive outcomes

Making Sense of Change Management

2020-10-22

this book provides a compact overview of the topic of change management it contains a comprehensible introduction to the basics and techniques of organizational change and provides practical information on the most important success factors the reading is suitable for practitioners as well as for courses at colleges and universities topics such as stakeholder analysis the use of the social intranet for communication and idea generation or intrapreneurship programs and a whole range of new case studies complete this comprehensive work this book is a translation of the original german 3rd edition change management by thomas lauer published by springer verlag gmbh germany part of springer nature in 2019 the translation was done with the

help of artificial intelligence machine translation by the service deepl com a subsequent human revision was done primarily in terms of content so that the book will read stylistically differently from a conventional translation springer nature works continuously to further the development of tools for the production of books and on the related technologies to support the authors

The Hard and Soft Sides of Change Management

2014-03-12

john hayes s bestselling textbook equips students with all the skills they will need as future managers to successfully diagnose the need for and implement change it offers unrivalled breadth covering all of the key theories tools and techniques on organisational change the book is underpinned by a theoretical framework based on a process model of change which views change as a flexible yet controlled sequence of events offering a strong practical orientation the book is supported by a comprehensive selection of real world examples and case studies as well as change tools that invite students to apply theories to real change scenarios the book is ideal 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 well used by change practitioners and consultants

Change Management

1996

explains the global changes confronting business leaders this book includes strategies for managing major change creating an organizational culture conducive to change and leading change effectively it contains tools that managers need to get a handle on the change management strategies and ensure the success of their business improvement

The Theory and Practice of Change Management

2015-10-30

scholars agree that change has become a staple in organizational life and will likely remain as such beyond the 21st century as the rate of change continues to accelerate organizations must strive to develop and implement new initiatives in order to obtain significant benefits to organizational survival economic viability and human satisfaction organizational change management strategies in modern business covers the most important elements of change management as well as the difficulties and challenges that organizations have faced when implementing change in sampling different disciplines relevant to topics such as resistance to change mergers and acquisitions management leadership the role of human resource strategies and culture this reference work is a useful resource for academics professionals

managers administrators and others interested in organizational change

Managing the Change Process

2006

in his first complete text on the adkar model jeff hiatt explains the origin of the model and explores what drives each building block of adkar learn how to build awareness create desire develop knowledge foster ability and reinforce changes in your organization the adkar model is changing how we think about managing the people side of change and provides a powerful foundation to help you succeed at change

Organizational Change Management Strategies in Modern Business

2006-03-01

with todaya s fast paced and hectic way of doing business change in the workplace has become an everyday reality change happens rapidly and sometimes with very little notice major changes such as mergers takeovers and layoffs can leave employees feeling confused fearful or disheartened change management helps managers work through organizational change with strategies for providing positive leadership while dealing effectively with resistance

and other trouble spots the newly updated third edition includes competency assessments to help managers become adept change leaders who will inspire and motivate their employees

ADKAR

2022-10-06

this innovative and unique textbook describes change as a socially constructed process reinforced by the interactions of employees at all levels including video and audio resources it emphasises the fact that change is an on going phenomenon not an event that will soon be over once the consultants have left but a permanent feature of an adaptable organisation this novel theoretical perspective makes it the first and only text to focus on the central role of conversations and storytelling in managing change strengthening the business focus of the text this new 3rd edition includes provision of practical tools and techniques for managing change increased coverage of sustaining change and a greater number of international examples and case studies managing organizational change is suitable for change management modules at all levels of undergraduate and postgraduate study

Change Management

2010-12

can you survive an organizational change change is seldom easy but ultimately inevitable no matter how difficult change remains and indispensable part of an organization s life cycle in today s volatile often turbulent business environment organizational success is often dominated by the challenge to change this book helps you understand how you as the leader can beat resistance and prepare your people for change understand change by studying different types of changes that confront organizations deal with change using case studies and gripping real life examples that guide about the author from starting as a management student in 1997 to becoming vice president in 2010 percy has worked at leading organizations management and financial consulting firms and international academic institutes giving lectures to hundreds of students at some of the best universities around the world he has a doctorate in management

Managing Organizational Change

1994

the future success and even survival of thousands of companies depends on how well they anticipate and respond to both unexpected and foreseeable change the change management handbook is a road map that lays out the actions to help you execute change while adapting your organizational goals this practical action oriented guide for change agents and managers shows how to develop the type of flexible and nimble organization that achieves long term success it lists specific actions to be taken by senior business managers the

people they assign to implement change policies on the line and the professional advisors they enlist to assist and monitor the change processes you ll also find ways to use change processes for competitive advantage methods to maintain continuous alignment of strategy operations culture and rewards ways to identify the change agents and managers in your organization more than 30 contributions by a who s who of change management all written in a very specific how to format real world examples from actual corporations that expose both potential opportunities and pitfalls how to maintain productivity and quality during times of rapid change and even chaos and an actual change map that leads through all the steps necessary to make successful changes the change management handbook is uniquely designed as a desktop resource that defines the goals and explains the methods and processes required to manage change for the first time this book assembles and integrates all the pieces required to create effective flexible organizations

THE ART OF CHANGE MANAGEMENT

2017-10-02

the only constant is change especially in today s business environment increasing globalization and the rise of new markets and technologies are forcing companies to compete in a more turbulent world than ever to survive and thrive organizations must be able to continuously evolve unfortunately people tend to resist change uncertainty can be daunting and people generally

prefer to keep doing what they already know avoiding unfamiliar situations particularly in their work the good news is that change can be managed using the same processes many organizations already use in their day to day project management activities after all every project results in some type of change to an organization building on the project management institute s managing change in organizations a practice guide and drawing on the project management expertise of a wide variety of authors how successful organizations implement change explains the critical aspects of the change management process and outlines the methods that project program and portfolio managers can utilize to bring effective change in a complex and transient business context for practitioners who are directly leading the change effort as well as those affected by it for executives formulating strategies even those managing operations and for academics researching or teaching others about organizational change management the examples provided in this book cover a broad range of industries and areas of business how successful organizations implement change combines the change management knowledge of experts academics researchers and practitioners with tools processes and templates all of which make this volume a valuable resource a must have for leaders of change in organizations

The Change Management Handbook

2014-01-10

this book is the result of garth holloway s twenty years of experience in the

management consulting industry in it he shares many of the key lessons he has learned about spearheading change while he addresses timeworn topics his approach is refreshingly different to the mainstream this highly readable collection of articles will cause even the most experienced practitioners to re evaluate their ideas as garth as encourages you to demand more the last 20 is worth more than the first 80 carefully consider just whose problems you should be thinking about become creactive where creative meets active learn how managing change and managing risk are practically synonymous use kpis more effectively if you re not going to manage it don t bother to measure it deal effectively with the maliciously compliant those dangerous employees who do exactly what they are told to do neither more nor less organise for organizational learning realise that driving change in your organization means engaging the hearts and minds of the people first

How Successful Organizations Implement Change

2013

the effective change manager is designed for change management practitioners employers authors academics and anyone with an interest in this growing professional discipline of change management this first edition the change management body of knowledge cmbok draws on the experience of more than six hundred change management professionals in thirty countries starting with what change managers do the effective change manager describes what change managers must know in order to display those competencies effectively and to

deliver change successfully the change management institute cmi is an independent professional organization that is uniquely positioned to promote and advance the interests of change management since 2005 the cmi has been providing opportunities for change management professionals to build knowledge and skills and network with other professionals

Change Management

2014

The Effective Change Manager

The Effective Change Manager

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