The Change Leader's Roadmap - Linda Ackerman Anderson 2010-10-12 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.

Management of Organizational Change - K. Hariopal 2006-04-05 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 leversages 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 efforts Supported 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.

Changing the Game - Michael Vullings 2021-08-16 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.

A Handbook of Business Transformation Management Methodology - Axel Uhl 2016-04-08 This book provides an integrative Business Transformation Management Methodology, the BTM2, with an emphasis on the balance between the rational aspects of transformation and the often underestimated emotional readiness of employees to absorb and accept transformation initiatives. Comprising four phases - Envision, Engage, Transform, and Optimize - the methodology integrates expertise from areas such as strategy, risk, and project management. Covering the formal and informal structures and roles needed for a successful transformation, the authors cover a wide range of theory to help understand the track record and evaluating the 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.
experience and intensive research into existing material, ‘Process Tangram’ is a simple yet powerful framework that proposes Process Transformation as a program. The seven ‘tans’ are: the transformation program itself, triggers, goals, tools and techniques, culture, communications, and success factors. With its integration into studies spanning different industry sectors and functional domains. Transforming Business with Program Management equips executives, general managers, and program managers with the core skills necessary to effectively plan and implement business transformation strategies that drive sweeping business change and innovation.

Transforming Business with Program Management - Satish P. Subramanian 2015-03-18 Organizations need to constantly innovate and improve products and services to maintain a strong competitive position in the market. The vehicle used by organizations for such constant reinvestment is a business transformation program. This book illustrates a tested program management roadmap along with the supporting comprehensive frameworks to successfully execute business transformation programs, formulated strategies, and strategic initiatives. It outlines the steps to successfully transform any business and deliver tangible business outcomes. This breakthrough work establishes the linkage between strategy formulation and strategy execution through the program management discipline. It depicts how program management integrates strategy, people, process, technology, structure, and measurement on cross-functional initiatives. The author details the processes, techniques, and tools that a program management team can customize and easily implement on any type of strategic initiative within the private or public sector environment to deliver and sustain the expected business outcomes and benefits. This book discusses the ten mandatory steps (or roadmap) needed to lead complex, business transformation programs to success with best practices and case studies. It explores the role of program management in strategy formulation and execution. The book is aimed at both program management professionals, change managers, sponsors, program managers, and line managers. The book starts with the basics, making it suitable even for students who want to make a career in business process management.

Change 2.0 - Joachim Klewes 2008-01-25 Consultants from Pleon, Europe’s leading communications agency, as well as managers and academics, share their experience with change communication. They offer valuable insights on what engagement, if tackled correctly, can do for organizations, adding both to internal trust and external reputation. “Change before you have to” - the advice by Jack Welch, former CEO of General Electric, still holds true today. Organizations have to face change if they want to succeed economically.

Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work - Management Association, Information Resources 2020-10-30 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 both 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.

Business Transformation Essentials - Axel Uhl 2016-04-08 Transformation programs are an common feature of global companies carrying out major strategic change projects. These programs combine business and technical expertise to bring together management and information systems. Managers rate firms’ transformation competencies relatively poorly, and the success rate of such endeavours is correspondingly low. Using a variety of case studies including: Allianz SE, Shell, SAP, Vodafone, and Mercedes-Benz, this book provides unprecedented insights into characteristics of current transformation programs and the potential that can be leveraged by applying a holistic transformation management approach.

Successful Change and Transformation Management - Michael A Potter

Managing Business Transformation - Melanie Franklin 2011-10-04 Understand change - how to define clear goals and quantify the benefits. Plan and prepare for change - how to create a change plan, communicate it and manage the impact of change. Implement change - how to build an effective change team and obtain the buy-in of your staff. Embed the change - how to return to the new ‘business as usual’.

Managing Business Transformation - Melanie Franklin 2011-09 Effective leadership fosters a climate where team members want to do their best and where organizational goals are more likely to be reached. Whether you are new to leadership, or have been a leader for some time, this book will help you develop your leadership skills and create a plan of action for realizing your potential.

Transformation Management in Postcommunist Countries - Rekif Culpan 1995 This volume presents essential organizational and managerial properties of privatization in post-communist countries. The power of the book is in the simplicity and comprehensiveness of its coverage. It offers insights and guidelines for the students, policy makers, and practitioners of privatization.

The Digital Transformation of Logistics - Mac Sullivan 2021-03-30 The digital transformation is in full swing and fundamentally changes how we live, work, and communicate with each other. From retail to finance, many industries see an inflow of new technologies, disruption through innovative platform business models, and employees struggling to cope with the significant shifts occurring. This Fourth Industrial Revolution is predicted to also transform Logistics and Supply Chain Management, with delivery systems becoming automated, smart networks created everywhere, and data being collected and analyzed universally. The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution provides a holistic overview of this vital subject clouded by buzz, hype, and misinformation. The book is divided into three themed-sections: Technologies such as self-driving cars or virtual reality are not only electrifying science fiction lovers anymore, but are also increasingly presented as cure-all remedies to supply chain challenges. In The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution, the authors peel back the layers of excitement that have grown around new technologies such as the Internet of Things (IoT), Robotic Process Automation (RPA), Blockchain or Cloud computing, and show use cases that give a glimpse about the fascinating future we can expect. Platforms that allow businesses to centrally acquire and manage their logistics services disrupt an industry that has been relationship-based for centuries. The authors discuss smart contracts, which are one of the most exciting applications of Blockchain. Software as a Service (SaaS) offerings for freight procurement, where numerous data sources can be integrated and decision-making processes automated, and marine terminal operating systems as an integral node for shipments. In The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution, insights are shared into the cold chain industry where companies respond to increasing quality demands, and how European governments are innovatively responding to challenges of cross-border eCommerce. People are a vital element of the digital transformation and must be on board to drive change. The Digital Transformation of Logistics: Demystifying Impacts of the Fourth Industrial Revolution explains how executives can create sustainable impact and how competencies can be managed in the digital age - especially for sales executives who require urgent upskilling to remain relevant. Best practices are shared for organizational culture change, drawing on studies among senior leaders from the US, Singapore, Thailand, and Australia, and for managing strategic alliances with logistics service providers to offset risks and create cross-functional, cross-company transparency. The Digital Transformation of Logistics: Demystifying Impacts of the
Fourth Industrial Revolution provides realistic insights, a ready-to-use knowledge base, and a working vocabulary about current activities and emerging trends of the Logistics industry. Intended readers are supply chain professionals working for manufacturing, trading, and freight forwarding companies as well as students and all interested parties.

Managing Transformation Projects—Mark Kozle-Holland 2019-11-30 This book examines the management of three projects from the nineteenth century which led to substantial business transformation: the Stockton, Darlington Railway, the US Transcontinental Railroad and the Manchester Ship Canal. The lessons learned are of great relevance to contemporary project management, particularly those concerned with disruptive technology. The book addresses a wide range of project management topics associated with transformation. These include value management, sponsorship, governance, partnerships, opportunity management, project culture and morale, project complexity, uncertainty, prototyping and piloting, agility, innovation, risk and knowledge management.

Lean Six Sigma Business Transformation For Dummies—Roger Burghall 2014-09-22 Use Lean Six Sigma to transform your business. Lean Six Sigma is a powerful method for improving both the efficiency and quality of projects and operations. In this new book, the team that brought you Lean Six Sigma For Dummies shows you how to take Lean Six Sigma to the next level and manage continual change in your organization. You’ll learn to design a roadmap for transformation that’s tailored to your business objectives; develop and implement processes that eliminate waste and variation across the company; synchronize your supply chain; and successfully deploy Lean Six Sigma over time. Lean Six Sigma Business Transformation For Dummies shows you how to: Define your transformation objectives and create a bespoke ‘Transformation Charter’ for your organization. Assess your company’s readiness for transformation. Establish a ‘Transformation Governance System’ to help you manage the transformation and effectively communicate it. Bring your people with you! Pinpoint the areas that need change and make the cultural change needed to make the transformation process successful. Join up the dots between planning and effective execution with Strategy Deployment. Deploy a ‘Continuous Improvement’ toolkit to achieve everyday operational excellence. Sustain the transformation programme and widen the scope across the organization (including deploying to the supply chain). Adopt a ‘Capability Maturity Approach’ to drive business improvement – recognizing that change is a continuous transformational journey, just as pioneers like Toyota have done. Use a range of Lean Six Sigma Tools – using the right tools, at the right time (and in the right order!) enables continuous improvement by eliminating waste and process variation.

Executing Your Business Transformation—Mark Morgan 2010-03-08 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 straightforward 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 reason for transformation that is inherent in transformation. By way of example, management 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.

Achieving Transformation and Renewal in Financial Services—Rehbit Tailwar 1999-06-03 The rules for survival and success have never been so unclear, the choice of strategies so uncertain and the pressure to act quickly so immense. This practical handbook focuses on cases and concepts that describe how leading players in financial services have addressed the challenges of organizational transformation and renewal. The editor and contributors provide a rich and diverse set of case examples on how companies have been rethinking and reshaping their business operations to ensure they remain competitive into the 21st century. They also consider some of the strategic implications of competing in a continuously changing ‘wired world’ and how to survive and thrive in such a turbulent environment.

Performance Management Transformation—Elaine D. Pulakos 2020 “No other talent process has been the subject of such great debate and emotion as performance management (PM). For decades, different strategies have been tried to improve PM processes, yielding an endless cycle of reform to capture the next “Flavor of the Day” PM trend. The past five years, however, have brought novel thinking that is different than past trends. Companies are reducing their formal processes, driving performance-based cultures, and embedding effective PM behavior into daily work rather than relying on annual reviews to drive these. Through case studies provided from leading organizations, this book illustrates the range of PM processes that companies are using today. These show a shift away from accepting someone else’s best practice and instead, companies are designing bespoke PM processes that fit their specific strategy, climate, and needs. Leading PM thought leaders offer their views about the state of PM today, what we’ve learned and where we need to focus future efforts, including provocative new research that shows what matters most in driving high performance. This book is a call to action for talent management professionals to go beyond traditional best practice and provide thought leadership in designing PM processes and systems that will enhance both individual and organizational performance.”

Coaching for Cultural Transformation—John Cockburn-Evans 2021-04-12 It is no longer acceptable to have a static company culture. In order to stay competitive in volatile, uncertain, complex and ambiguous business environments, company culture needs to evolve in a focused and strategic manner. Despite the number of change management tools often poorly applied, an effective transformation is often poor. Therefore, whereby leaders and staff are coached at all levels to mitigate against failure. This practical guide offers advice on how to coach, lead or influence cultural transformations in large organisations. Through behavioural psychology theory, company examples and personal anecdotes from the author, the reader will learn the business imperative for change, potential failure points and why coaching is critical. This book will demonstrate: • Established change management and cultural transformation models • The impact of regional and existing company cultures on the success of change programmes • Examples of inspirational leadership and alternative approaches • How to overcome resistance to change at an individual and company-wide level For all coaches and managers who want to support sustainable change, this is essential reading with insights that can immediately be put into practice. “John has cracked the code of successful cultural transformation. His book is a primer that lays out the most business effective approach to guide sustainable change.” —James B. Porter, Jr., Former Vice President, E.I. DuPont and Company “Punctuated with autobiographical vignettes, this is a genuinely accessible pedagogical resource.” —Tom Vine, Associate Professor, Suffolk Business School “Timeless, undeniably practical, refreshingly realistic, and 100% on point. Every leader and coach embarking on a culture change or transformation programme should read this first and keep it close to hand throughout the journey!” —Sehaam Cyrene FCC, Founder, Better Conversations & Associates “John Cockburn-Evans splits his time between coaching and consulting across many countries, as well as mentoring start-up businesses. He has held senior leadership roles in manufacturing and engineering for large global companies such as BASF, Total & DuPont. John has also lectured on change management for MBA courses and acts as a Business Ambassador and Branch Chairman for the Institute of Directors.

Transforming Microfinance Institutions—Joanna Ledgerwood 2006-08-30 In response to a clear need by low-income people to gain access to the full range of financial services including savings, a growing number of microfinance NGOs are seeking guidelines to transform from credit-focused microfinance organizations to regulated deposit-taking financial intermediaries. In response to this trend, this book presents a practical ‘how-to’
Leadership & Change Management. Change Management Process in Automotive Companies-Tobias Hinterwimmer 2019-01-17 Seminar paper from the year 2018 in the subject Business economics - Business Management, Corporate Governance, grade: 1,3, course: Applied Knowledge: Leadership, Communication and Change Management, language: English, abstract: The two cornerstones of the term paper are on the one side “Leadership” and on the other side “Change Management.” Leadership is the ability to influence others towards joint targets in a way that motivates these others and leads to the desired results. Change Management is rather difficult to describe in one glance. Nonetheless, it is meant to be a process, tool or technique to manage the people side of change in order to achieve a desired outcome cf. (Prosci, no date). What Change Management really depicts is going to be clarified in the course of the term paper. The following term paper constitutes a critical assessment by the author whether organizational transformations require a well-orchestrated change management program, strong leadership and business acumen. In the following, the outlined theoretical background is going to be applied regarding a case study about the Italian car manufacturer “FIAT.” Thereby, special emphasis will be put on the observed leadership style, underlying complexities and paramount challenges. Ultimately, the last chapter will consist of future recommendations to make the business model more sustainable.

Business transformation in operation(s)-Frank Laycock

Organisational Change: Development and Transformation-Dianne Waddell 2019-08-01 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.

International Journal of Management and Transformation-Siddhartha Sarkar

Internet of Things in Business Transformation-Parul Gandhi 2021-02-03 The objective of this book is to teach what IoT is, how it works, and how it can be successfully utilized in business. This book helps to develop and implement a powerful IoT strategy for business transformation as well as project execution. Digital change, business creation/change and upgrades in the ways and manners in which we work, live, and engage with our clients and customers, are all enveloped by the Internet of Things which is now named “Industry 5.0” or “Industrial Internet of Things. The sheer number of IoT(a billions +), demonstrates the advent of an advanced business society led by sustainable robotics and business intelligence. This book will be an indispensable asset in helping businesses to understand the new technology and thrive.

Business Transformation Strategies-Oswal A J Mascarenhas 2011-02-14 A resource for industry professionals and consultants, this book on corporate strategy lays down the theories and models for revitalizing companies in the face of global recession. It discusses cutting-edge concepts, constructs, paradigms, theories, models, and cases of corporate strategic leadership for bringing about transformation and innovation in companies. Each chapter in the book is appended with transformation exercises that further explicate the concepts.

Leading Strategic Change in an Era of Healthcare Transformation-Jim Austin 2016-05-26 This book focuses on how to lead transformative and strategic change in the healthcare industry in times of great uncertainty. Written for senior healthcare leaders, it will provide new tools, processes, examples and case studies offering an effective framework in which to transform healthcare systems. Specifically, leaders will be able to answer the following questions: • Why change? What has led us to today, and what is the current situation in healthcare? • What to change? What areas for change are most promising—areas with the greatest potential to yield significant benefits? • How to change? Will incremental changes meet the need, or are true transformations required? • When to change? Should changes start now, or should change wait for the stars to come into some special alignment? Healthcare is personal. Healthcare is local. And at the same time, healthcare is one of the greatest challenges faced by countries around the world. All major economies confront similar issues: “demand-side” growth in the care of aging populations in the face of “supply-side” resource constraints driven by ever-increasing costs of providing such care. While cultural, historical, and political differences among nations will yield different solutions, healthcare leaders across the globe must deal with ever-increasing uncertainty as to the scope and speed of their healthcare systems’ evolution. The magnitude of these challenges calls for fundamental change to address inherent problems in the healthcare system and ensure sustainable access to healthcare for generations to come. The problem is understanding where and how to change. Failures of strategy are often failures to anticipate a reality different than what organizations are prepared or willing to see. Both system-wide and organizational transformation means doing current activities more efficiently while layering on change. This book aims to provide leaders with the tools to help organizations and health care systems adapt and evolve to meet the new challenges of healthcare as it continues to evolve. Praise for Leading Strategic Change in an Era of Healthcare Transformation “The authors make the case for healthcare transformation, and more importantly outline the required steps from changing mindsets to opinions development... a useful guide for future healthcare leaders.”- John A. Quelch, Charles Edward Wilson Professor of Business Administration at Harvard Business School “There are several lifetimes of knowledge in the book about leading strategic transformation in the healthcare sector... Strategic transformation requires 2 ingredients: expertise in the healthcare sector and knowledge about leading change. This volume accomplishes both.”- Karen Hein, Former President of the William T. Grant Foundation, Adjunct Professor of Family & Community Medicine, Dartmouth Medical School and Visiting Fellow, Feinstein International Center, Tufts University “An essential guide for healthcare leaders seeking to transform their organization in these demanding times.”- Dr. Mario Moussa, President, Moussa Consulting and co-author of The Art of Woo: Using Strategic Persuasion to Sell Your Ideas and Committed Teams: Three Steps to Inspiring Passion and Performance

Managing People and Organizations in Changing Contexts-Graeme Martin 2006-08-14 Managing People and Organizations in Changing Contexts addresses the contemporary problems faced by managers in dealing with people, organizations and managing change in a theoretically-informed and practical way. This textbook is a contemporary and relevant alternative to the standard works that cover material on Organization Behaviour and Human Resource Management because it approaches people management from the perspective of managers and aspirational orientation and gives an international orientation. This book reflects this. It addresses the problems that managers face in managing people in new and old economy organisations and is interdisciplinary in its approach, including contributions from management, organisational behaviour, HRM, strategy, marketing and reputation management, and technology. This text meets the requirements of managers, leaders and students in managing people in contemporary and changing contexts. Managing People and Organizations in Changing Contexts offers: * a contemporary and relevant edge with an original and up-to-date orientation * an international and current trends and up-to-the-minute detail * cases based on original research and consulting experience * new material on the role of management and leadership, technology and reputation management, and covers much of the material for IPD’s core management standards * material that has been tested with managers and students in Europe, the USA and Asia * a website on
Strategic Project Management Transformation—Marc Resch 2011-06-15 In today’s challenging commercial environment, many business projects are now categorized as strategic investment with the primary concern being value impact on an organization’s bottom line. This title equips project managers with the skills necessary to effectively manage projects as strategic investments.

Global Business Driven HR Transformation: The Journey Continues (Print Edition)—Deloitte & Touche

Making the e-Business Transformation—Peter Gloor 2012-12-06 Read this book and you’ll not only understand WHY e-Business is vital to the continuing success of your organization but also HOW you can incorporate it into your business. Four key questions are asked within Making the e-Business Transformation: - How do you transform your existing business into an e-business? - How do you go about introducing e-business into your Company? - What are the key enabling technologies? - What tools are needed to effectively manage domain and process knowledge? e-Business and e-Commerce is a revolution driven by IT. While computers and computer networks have been around for the last 50 years, it is only in the last five that they have found their way into everyday life. This book shows you how to harness the power of the new technologies to transform your business into an e-business company which will succeed in the e-commerce economy.

Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes and Challenges—Boudarouk, Tanya 2009-04-30 Provides practical, situated, and unique knowledge on innovative e-HRM technologies and expands on theoretical conceptualizations of e-HRM.

Corporate Transformation and Restructuring—Abbas F. Alkhafaji 2001 Transformation and change are not the same. Innovations like TQM, reengineering, the learning organization, and benchmarking are certainly changes, but they require the fundamental revisions that can only be found in true organizational transformations— that is, in leadership style and organizational culture. Dr. Alkhafaji’s book presents a framework to assess corporate performance and thus to enhance long-term competitive advantage. It takes another look at the buzzwords and trends in light of the organizational transformation concept. Real world examples support theoretical research into strategic developments in global environments, laying out the essential components of transformation and the massive administrative changes required to implement it.

Appreciative Inquiry Approaches to Organizational Transformation—Bhattacharya, Sudipto 2019-12-27 As organizations continue to develop and adapt in today’s modern society, various approaches have begun to emerge as managers look for the best techniques to improve company performance. Appreciative inquiry is the practice of maintaining a positive and optimistic environment within the workplace, and it’s a concept that has transformed many corporations as it spread across the globe. Understanding this powerful shift in employee perception requires considerable research on how appreciative inquiry is affecting various companies worldwide. Appreciative Inquiry Approaches to Organizational Transformation provides emerging research that serves to increase the productivity of individuals and organizations exponentially by sharing case studies from organizations where appreciative inquiry has been implemented successfully as well as best practices that can benefit organizations and common pitfalls that can be avoided by becoming more vigilant. Featuring coverage on a broad range of topics such as individual execution, productivity, and occupational solutions, this book is ideally designed for managers, practitioners, corporate professionals, executives, researchers, educators, and students.

Rapid Transformation—Behnam N. Tabrizi 2007 Profound organizational transformation takes years and, in most cases is unsuccessful, right? Not according to change expert Behnam Tabrizi. In Rapid Transformation: A 90-Day Plan for Fast and Effective Change, Tabrizi 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 IBM, GE, Nissan, Apple, Bay Networks, Verisign, HP and Best Buy—this book demystifies fast, effective change and lays out a clear roadmap for achieving it. Tabrizi’s 90-day transformational model comprises three main phases, each lasting 30 days. The model enables you to analyze your company’s specific challenge, develop a new course of action, and carry out the plan. Moreover, you apply the model in parallel with the normal workings of your organization—so you don’t have to put your company on hold for the sake of the change effort. With its detailed recipe and insightful stories from actual corporate reinventions, this book defies long-held assumptions about change and provides a practical and immediately actionable guide.