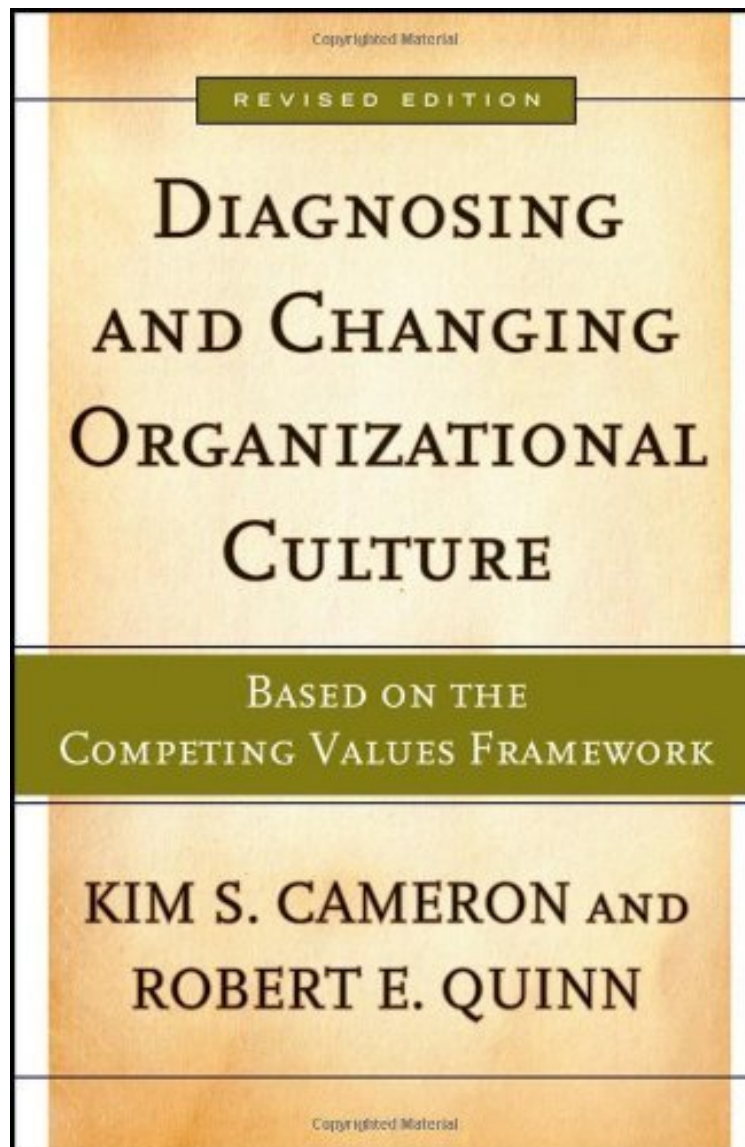


[Mobile book] Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework (Jossey-Bass Business Management)

Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework (Jossey-Bass Business Management)

Kim S. Cameron, Robert E. Quinn
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Kim S. Cameron, Robert E. Quinn : Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework (Jossey-Bass Business Management) before purchasing it in order to gage whether or not it would be worth my time, and all praised Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework (Jossey-Bass Business Management):

0 of 0 people found the following review helpful. Cameron and Quinn break down the steps and provide wonderful activities in addition to just telling you what you ...By MiLeeB1212This is a well organized book on how to change the culture in your organization. Cameron and Quinn break down the steps and provide wonderful activities in addition to just telling you what you need to do. You can actually follow along with what they are suggesting and it makes it more interactive. My class even evaluated our own program's culture and compared it to the model. Great for any I/O Psychology student in particular or any manager looking to change the culture in his or her environment. Changing the culture is something that needs to be handled delicately and in an orderly manner. Cameron and Quinn will get you there if you invest in their methods!0 of 0 people found the following review helpful. Strategy sustainability requires culture review / changeBy Gail SeveriniTrue Transformational change (of the ilk we must face to re-position for the next 10 years) requires attention to organizational culture - it is ignored at the peril of Project ROI and Strategy sustainability. We must not be intimidated by the risk rather we must take courage from the imperative.Cameron and Quinn are renowned for their leadership in the area of Organizational Culture and this book directly addresses culture in the context of Strategic Change. It offers very tactical and pragmatic approach, framework and tools.Gail A. Severini, CMCCEO, Symphini Change Management Inc[hellip;]0 of 0 people found the following review helpful. useful for organizational psychologyBy CustomerThe book is useful in conducting problems or ideology in organizations. It is a tool that then needs to be explained and "sold" before the tool can be appreciated.

Diagnosing and Changing Organizational Culture provides a framework, a sense-making tool, a set of systematic steps, and a methodology for helping managers and their organizations carefully analyze and alter their fundamental culture. Authors, Cameron and Quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations. The authors also provide instruments to help individuals guide the change process at the most basic level—culture. Diagnosing and Changing Organizational Culture offers a systematic strategy for internal or external change agents to facilitate foundational change that in turn makes it possible to support and supplement other kinds of change initiatives.

From the Back CoverDiagnosing and Changing Organizational Culture provides a framework, a sense-making tool, a set of systematic steps, and a methodology for helping managers and their organizations carefully analyze and alter their fundamental culture. Authors Cameron and Quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations. The authors also provide instruments to help individuals guide the change process at the most basic level—culture. Diagnosing and Changing Organizational Culture offers a systematic strategy for internal or external change agents to facilitate foundational change that in turn makes it possible to support and supplement other kinds of change initiatives. In Diagnosing and Changing Organizational Culture, the authors Discuss the importance of understanding organizational culture and its place in facilitating or inhibiting organizational improvement efforts Provide an instrument for diagnosing organizational culture and include instructions for how to complete and score the instrument Illustrate how organizations have designed a strategy to change their current culture to better match their preferred culture Focus on the personal change needed to support and facilitate culture change Provide an instrument that helps managers identify the key competencies they will need to develop or improve in order to foster organizational culture change Include suggestions for initiating culture change in each of four types of cultures—market culture, adhocracy culture, clan culture, and hierarchy culture Offer lists of suggestions for improving management skills and competencies About the AuthorKim S. Cameron is professor of management and organization at the Ross School of Business at the University of Michigan and professor of higher education in the School of Education at the University of Michigan. Robert E. Quinn holds the Margaret Elliot Tracey Collegiate Professorship at the University of Michigan and serves on the organization and management faculty at the Ross School of Business at the University of Michigan.