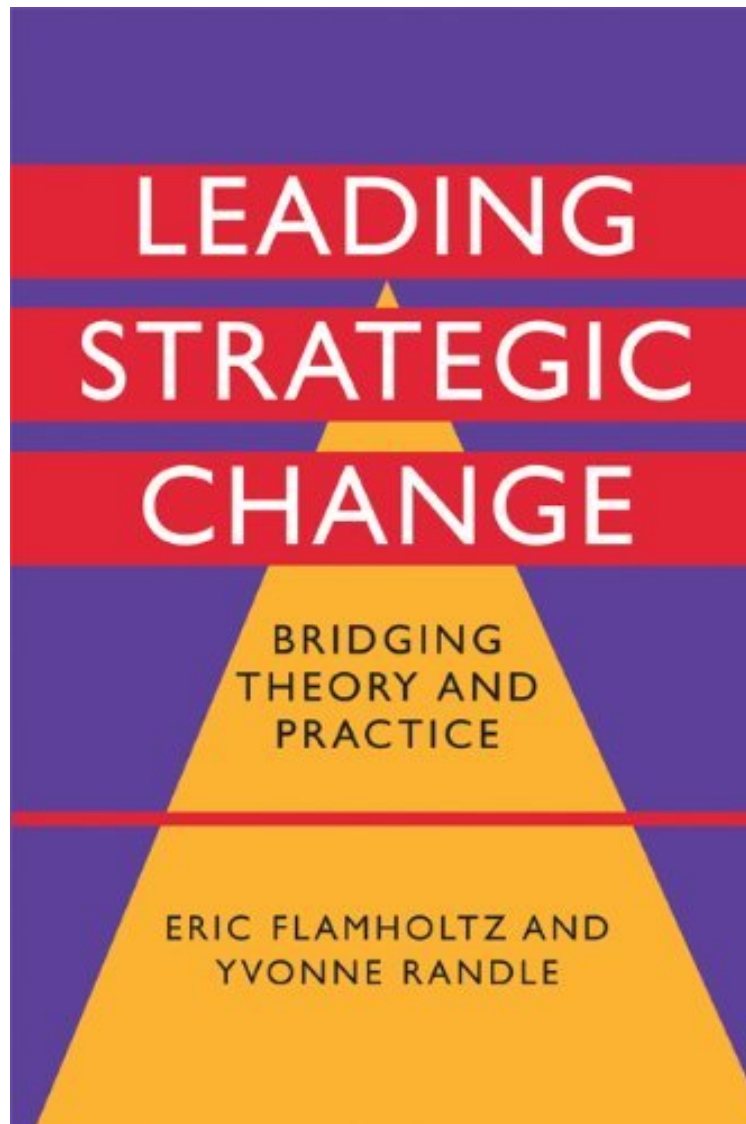


(Library ebook) Leading Strategic Change: Bridging Theory and Practice

Leading Strategic Change: Bridging Theory and Practice

Eric Flamholtz, Yvonne Randle

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Eric Flamholtz, Yvonne Randle : Leading Strategic Change: Bridging Theory and Practice before purchasing it in order to gauge whether or not it would be worth my time, and all praised Leading Strategic Change: Bridging Theory and Practice:

0 of 2 people found the following review helpful. Leading Strategic Change By Laurie Flamholtz Leading Strategic Change: Bridging Theory and Practice By: Dr. Eric G. Flamholtz and Dr. Yvonne Randle In Leading Strategic Change: Bridging Theory and Practice the authors present examples of successful and unsuccessful change in real companies. They draw upon theory as well as their own research and expertise, presenting a practical "framework" for understanding, planning and leading change. Lessons are presented in nine case studies of companies of varying size

and type all experiencing strategic or organizational change. The case studies (based on many former and current Management Systems clients) include: Starbucks Coffee Company, Countrywide Financial Corporation, Tashman, Infogix, Indian Oil, Tata Steel, Westfield's Pardee Homes, Indy Mac Bank. The case studies in *Leading Strategic Change: Bridging Theory and Practice* provide the basis for insights and new theory for leading change. Description: Why do some companies continue to be successful while others experience difficulties and even failure? In *Leading Strategic Change*, Eric Flamholtz and Yvonne Randle demonstrate that the key to long-term organizational success is the ability to adapt to and manage different types of change. Drawing on over 30 years' consultancy experience within major firms, they combine theoretical and practical models of organizational change, together with a new theory of leadership, to build a framework for understanding, planning, and leading change. The scope and value of this framework is then shown in relation to nine real-world case studies, ranging from relatively small companies (IndyMac Bank, Infogix) to large multinationals (Starbucks, Westfield). The focus throughout is to provide practical guidance to those concerned with managing and leading change in organizations. This book is an excellent guide to the many lessons to be learned about successful organizational change. Presents a practical, user-tested framework for analyzing, planning and leading change. Provides a set of in-depth case studies allowing the reader to understand actual programs of change in a wide variety of settings. Uses examples from companies of varying sizes from small entrepreneurial firms (Tashman, and Infogix) to giant companies (Indian Oil, Tata Steel, Countrywide Financial, Starbucks, Westfield). View Additional Details _ Reviews Front Matter Table of Contents Excerpt Index Copyright "Eric Flamholtz and Yvonne Randle bring both rigor and relevance to a challenge that looms for every manager. Their ability to distil the essence of the available research, the capacity to present this in a lucid and digestible way, the use of insightful case studies, and an ability to connect with readers, makes this a must-read book. Following an empirically sound framework, they present an integrated approach to change for those who seek to lead rather than manage this difficult process. The choice and use of case studies enables the reader to leverage the connection between the framework and associated ideas with what is required in their role as a change leader. The underlying key to the power of this book is that change is easier to lead than to manage. I commend this book to you if you seek to be a better leader!" Roger Collins, Professor of Management, Australian School of Business, The University of New South Wales "Flamholtz and Randle have many years of experience in analyzing and facilitating change in companies. In this book they join this experience with a theoretical framework for understanding and leading successful organizational change. Together with ample evidence from a range of actual case studies, they conclude with a set of lessons and insights for leading change. CEOs and senior managers should have the book on their desks, and academic researchers will find it stimulating for further work in this important area." Paul Stonham, Professor of Finance, ESCP-EAP European School of Management, and Editor of Management Online Review

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University of California, Los Angeles (UCLA). He is also President of Management Systems Consulting Corporation, which he co-founded in 1978. Yvonne Randle is Vice President of Management Systems Consulting Corporation. She has extensive consulting experience with companies ranging in size from small entrepreneurships to multi-billion dollar enterprises and is a lecturer on executive education programs in the Anderson School of Management, University of California, Los Angeles (UCLA).