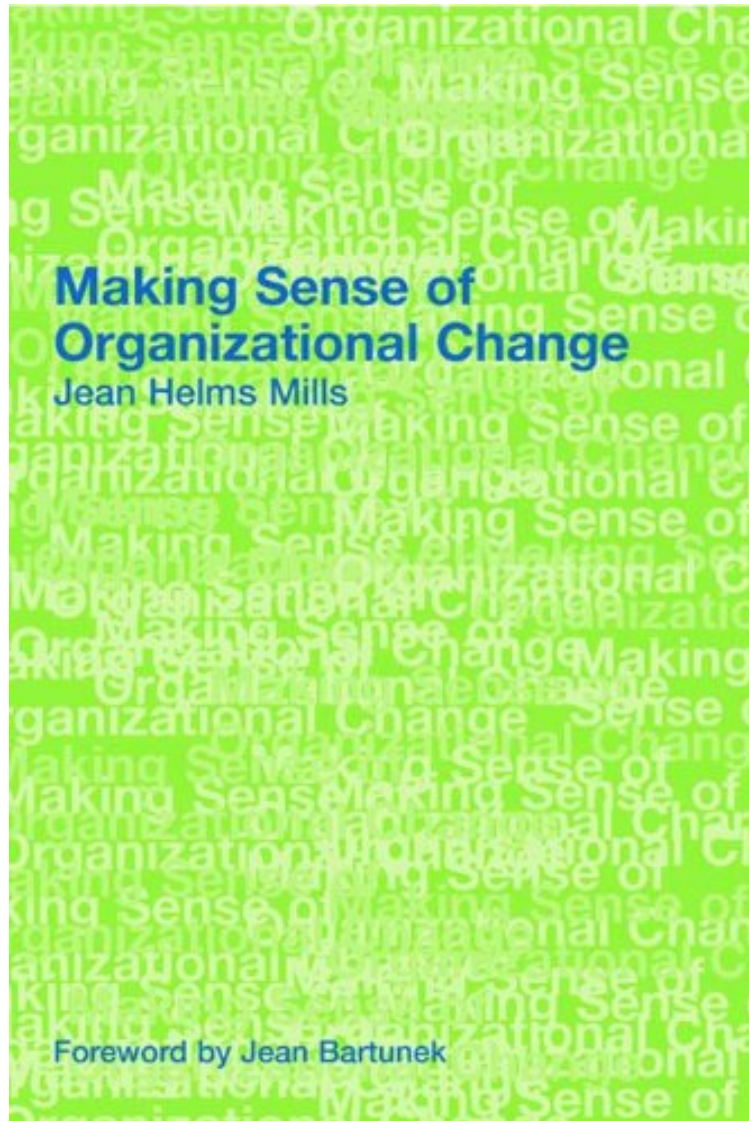


Making Sense of Organizational Change

Jean Helms-Mills

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0 of 0 people found the following review helpful. Not very good. By Marie Korhonen It is so boring it put me to sleep many times. I just wanted to learn about Management! She basically just complicates and makes thing harder than she has to. Unprofessional, condescending and she got her experience working as a help attendant at an airport or something. She just talks about Air Canada 24/7 - what a waste. Everything negative said about her is true. Dr. Helms Mills needs to stop drinking the McDonalds coffee. P.S. DON'T BUY HER BOOK, IT'S AVAILABLE IN THE LIBRARY
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Dr. Scott Colwell
Dr. Helms Mills provides the reader with a fantastic look at organizational change in a very easy to read style. Her research methodology of sensemaking and her findings are cutting edge and a must read for those trying to understand corporate and organizational change.

Applying an invaluable sensemaking framework to organizational change and combining the theory and practice of implementing change, this book represents an instructive and informative view on change in business. Its strength lies in two key areas: the discussion and explanation of a strategic sensemaking approach, for helping managers, management educators and students to understand organizational change; a longitudinal study of a major company which underwent several organizational changes, revealing some of the key problems and challenges that managers face when introducing, implementing and managing change. Rather than being structured as a 'how to' book, this outstanding text provides the reader with practical insights and skills for managing (or resisting) change. Applying Weick's famous sensemaking approach, it offers a unique way to understand the processes involved in organizational change.

'This text seeks to provoke a debate rather than settle an argument, and in this respect it remains a highly successful project ... [it] adds to our understanding of change, and offers a useful, accessible and (most important) critical contribution to the literature on sensemaking in organizations.' - Organization
About the Author
Jean Helms Mills is Assistant Professor of Organizational Behaviour at Acadia University, Canada.