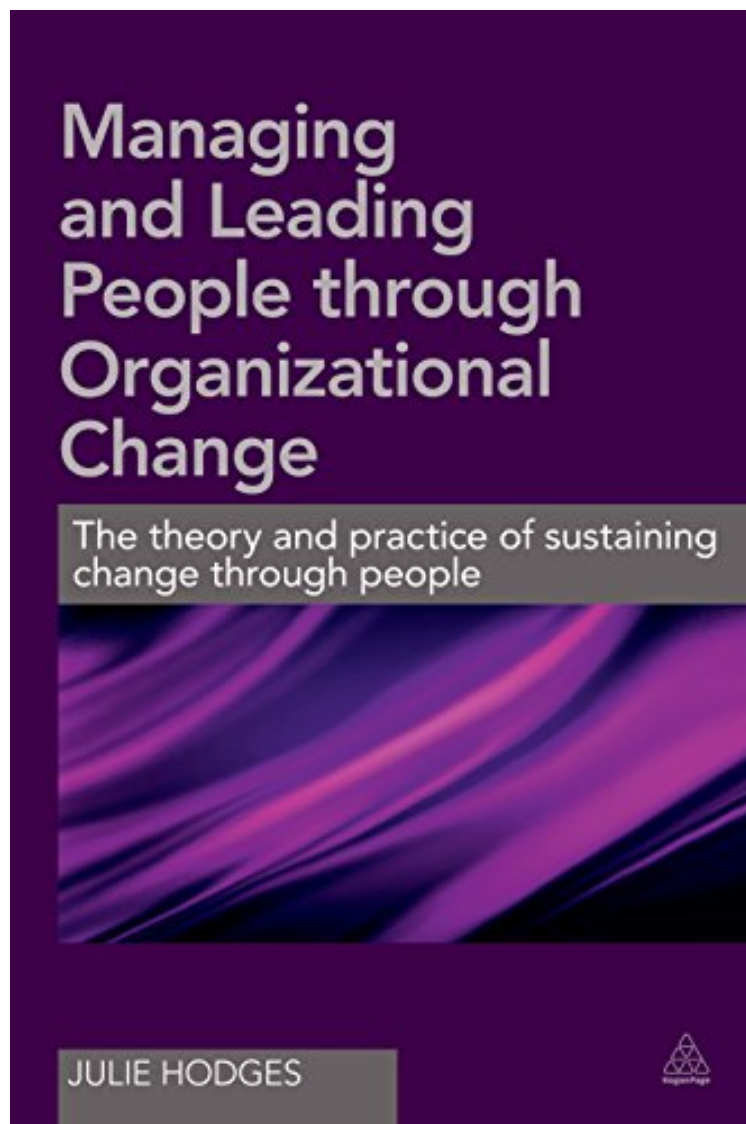


(Download ebook) Managing and Leading People Through Organizational Change: The theory and practice of sustaining change through people

# Managing and Leading People Through Organizational Change: The theory and practice of sustaining change through people

*Julie Hodges*

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**Julie Hodges : Managing and Leading People Through Organizational Change: The theory and practice of sustaining change through people** before purchasing it in order to gage whether or not it would be worth my time, and all praised Managing and Leading People Through Organizational Change: The theory and practice of sustaining change through people:

0 of 0 people found the following review helpful. FocussedBy DarrenIngram\_dot\_comChange is inevitable and major

changes are taking place within the workplace, some as part of a controlled, necessary process and others can come as a surprise, yet it is essential that a company seeks to manage and accommodate change whilst looking after its critical assets, its employees. This book takes a deep look at some of the latest thinking in this subject, mixed up with practical real-world experience to provide an engaging, critical view through the area of organisational change and transformation. It can be a bit of a tough read due to the complex nature of the subject, yet nonetheless an essential look at something that should not be ignored. The author has managed to finally balance the needs of an academic reader who might be looking more at the theory with that of a company executive who has to do this sort of stuff for a living. Many companies have lost their leading position within a market because they failed to lead, manage and sustain change. They were not sufficiently agile, focussed or ready. In some cases they assumed (wrongly) that they were invincible. People play a key role in determining the potential for change to succeed, notes the author, yet they also represent the greatest challenge to change as change success is more person-centric than techno-centric. Change also fails because senior management fail to understand how individuals perceive change and they fail to communicate and manage this through the enterprise and beyond. The author believes that they can offer hope for those who need it, providing a mass of knowledge and actionable frameworks, approaches and recommendations to help companies manage their changes in the future. It certainly has potential. Nothing is guaranteed, of course, but it is better to be forewarned and forearmed and ready to move forward with change as change will come regardless. An interesting, focussed read that can be a great source of knowledge, inspiration and help to those who wield the levers of power. The only problem might be getting them to understand they need to read something like this and be preparedhellip;

Tremendous forces for change are radically reshaping the world of work. Disruptive innovations, radical thinking, new business models and resource scarcity are impacting every sector. Although the scale of expected change is not unprecedented, what is unique is the pervasive nature of the change and its accelerating pace which people in organizations have to cope with. Structures, systems, processes and strategies are relatively simple to understand and even fix. People, however, are more complex. Change can have a different impact on each of them, all of which can cause different attitudes and reactions. *Managing and Leading People Through Organizational Change* is written for leaders with the key responsibility of managing people through transitions. *Managing and Leading People through Organizational Change* provides a critical analysis of change and transformation in organizations from a theoretical and practical perspective. It addresses the individual, team and organizational issues of leading and managing people before, during and after change, using case studies and interviews with people from organizations in different sectors across the globe. This book demonstrates how theory can be applied in practice through practical examples and recommendations, focusing on the importance of understanding the impact of the nature of change on individuals and engaging them collaboratively throughout the transformation journey.

"In this valuable book Hodges moves beyond the technical aspects of change and the focus on overcoming resistance from individuals. Instead she focuses on people, providing practical recommendations based on frameworks and theories from the academic literature as well as comprehensive examples from practitioner experiences. In this way readers from industry, academics, and students will all deepen understanding about how to engage individuals collaboratively in transformational processes as organizational change is implemented."