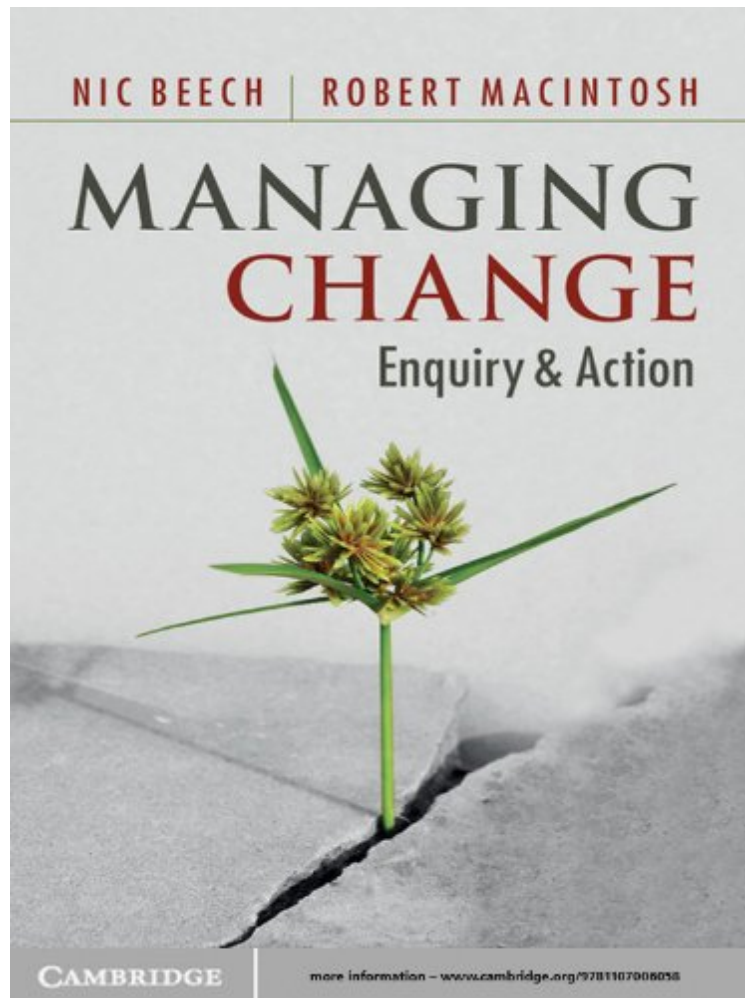


Managing Change

Nic Beech, Robert MacIntosh
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Nic Beech, Robert MacIntosh : Managing Change before purchasing it in order to gauge whether or not it would be worth my time, and all praised Managing Change:

0 of 0 people found the following review helpful. Certainly well written, yet to point that some of ...By AlfredCertainly well written, yet to point that some of the sentence structure seem to be overly complex or just too grammatically correct to the chagrin of my students who are ESL (English as a Second Language) students in Hong Kong. They found the book rather hard to comprehend on many occasions. Vignette kind of in-text examples would also help in the illustration of of concepts discussed. There could also be an emphasis or a lead-in chapter on the fact that managing change in the context of the book is mainly on the implementation (i.e. operational strategies, latching onto the popular book of Exploring Strategy by Johnson and Scholes) of strategic plans. This last point is the way we make use of the textbook in in the second part of our two-semester course. 0 of 0 people found the following review helpful. Change HappensBy Sean WiseAll things change, including Business. This great text helps leaders and staff

analyze, investigate and make key decisions to adapt to change. A great read for the classroom and the boardroom. Sean Prof. Sean Wise, BA LLB MBA Asst. Professor of Entrepreneurship Strategy Ryerson University

The ability to manage change successfully is an essential part of business. It is a skill that is much valued by employers, and it is therefore one of the most commonly delivered courses. This book helps you to understand three key activities for managing change: diagnosing, explaining and enacting. Both practical and action-oriented, it gives students and managers the tools they need to deal with the messy reality of change. It combines theory and diagnostic tools with practical examples that focus on actions and outcomes. It also includes short vignettes and longer cases, from a range of international contexts, for classroom study or for use on distance learning courses. *Managing Change* is written for advanced undergraduates and graduate students taking modules on change management, strategy and organizations. Its class-tested approach has been successfully delivered in a wide variety of settings, including over fifty executive short courses with FTSE-listed businesses.

'This is a fresh and exciting look at the theory and practice of managing organizational change. Beech and MacIntosh's enquiry and action approach provides a framework that incorporates both well established and newer thinking and practices used in change management and organization development. The well written mix of theory, practical application, and cases makes the book an excellent choice for practising managers, consultants, and students. An outstanding contribution that could change how you think about and approach organizational change.' Robert J. Marshak, American University
'In these turbulent and uncertain times everyone and every organisation has to manage change. In this wide ranging and thought provoking book Nic Beech and Robert MacIntosh provide valuable insight and guidance into the practice of change. A great read, which I wholeheartedly recommend.' Andy Neely, University of Cambridge
'This book combines conceptual sophistication with a strong concern for practice - an unusual achievement, in my view. Noting that organizing is always unfinished, that organizations are always in process, and that change is ever present and ambiguous, Beech and MacIntosh make a persuasive case for complex ways of managing complex organizational change. As well as writing about the inescapable politics of change and the difficulties of changing culture and habits, they usefully highlight the importance of language and dialogue for engaging people, handling differences, and enacting change. A sophisticated book illuminating enquiry for effective action.' Haridimos Tsoukas, University of Warwick and Columbia Ship Management Professor of Strategic Management, University of Cyprus
About the Author
Nic Beech is Dean of the Faculty of Arts and Professor of Management at the University of St Andrews, Vice Chair of the British Academy of Management and Lead Fellow of the UK Advanced Institute of Management. He has undertaken significant projects funded by the ESRC, EU and industry partners and his five previous books include *Human Resource Management: A Concise Analysis* (with E. McKenna, 2008) and *Managing Creativity* (with B. Townley, Cambridge University Press, 2010). He presents regularly to professional and business executives and teaches at undergraduate and graduate levels.
Robert MacIntosh is Chair in Strategic Management at the University of Glasgow Business School. He has worked with a range of FTSE-listed businesses, large public organizations and many small to medium sized firms. In recent years, he has co-chaired the Action Research SWG of the European Group for Organization Studies, been a member of Council for the British Academy of Management and has been appointed as a visiting professor at Edinburgh Business School. Originally trained as an engineer, he has over twenty years experience of teaching and researching change management.