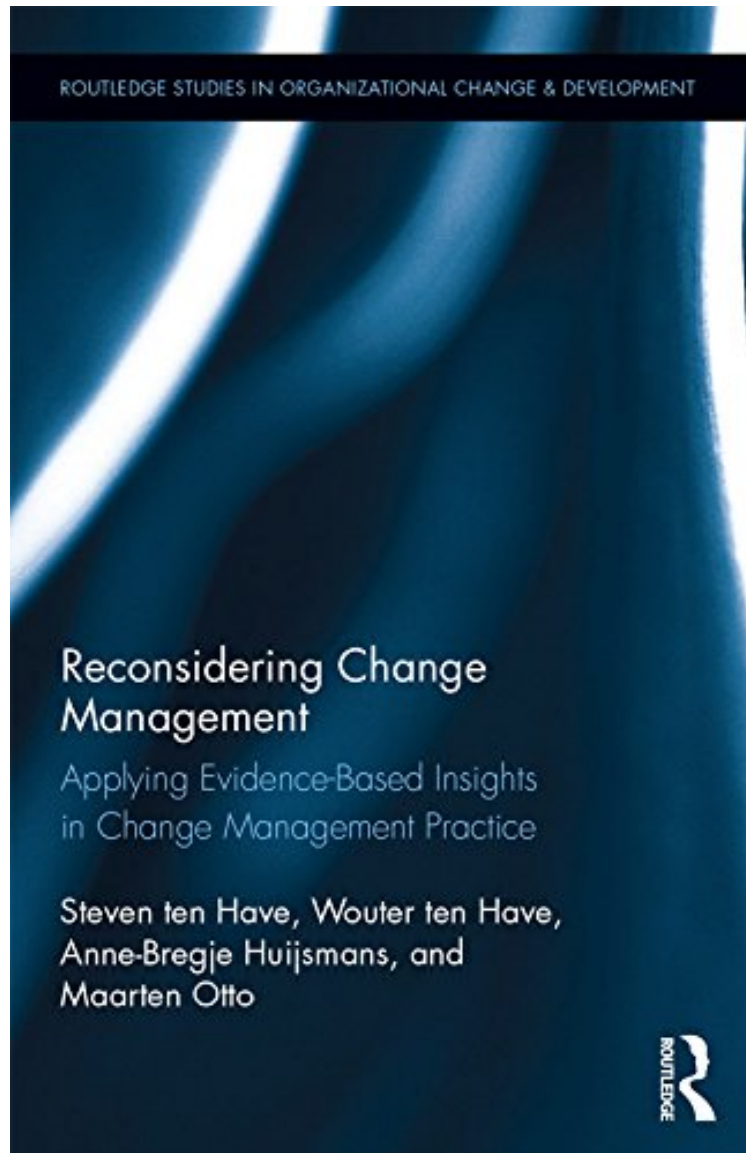


(Pdf free) Reconsidering Change Management: Applying Evidence-Based Insights in Change Management Practice (Routledge Studies in Organizational Change Development)

Reconsidering Change Management: Applying Evidence-Based Insights in Change Management Practice (Routledge Studies in Organizational Change Development)

Steven ten Have, Wouter ten Have, Anne-Bregje Huijsmans, Maarten Otto
audiobook / *ebooks / Download PDF / ePub / DOC



DOWNLOAD



READ ONLINE

#1631523 in eBooks 2016-06-23 2016-06-23 File Name: B01HGW6090 | File size: 60.Mb

Steven ten Have, Wouter ten Have, Anne-Bregje Huijsmans, Maarten Otto : Reconsidering Change Management: Applying Evidence-Based Insights in Change Management Practice (Routledge Studies in Organizational Change Development) before purchasing it in order to gage whether or not it would be worth my

time, and all praised *Reconsidering Change Management: Applying Evidence-Based Insights in Change Management Practice* (Routledge Studies in Organizational Change Development):

Despite the popularity of organizational change management, the question arises whether its prescriptions and dominant beliefs and practices are based on solid and convergent evidence. Organizational change management entails interventions intended to influence the task-related behavior and associated results of an individual, team, or entire organization. There is a perception that a lot of change initiatives fail and limited understanding about what works and what does not and why. Drawing on the field of psychology and based on primary research, *Reconsidering Change Management* identifies 18 popular and relevant commonly held assumptions with regard to change management that are then analyzed and compared to the four specific themes laid out in the book (people, leadership, organization, and change process), resulting in their own set of assumptions. Each assumption will have a brief introduction in which its relevance and popularity is explained. By studying the scientific evidence, in particular meta-analytic evidence, the book provides students and academics in the fields of change management, organizational behavior, and business strategy the best available evidence for the acceptance or dropping of certain (change) management assumptions and their accompanying practices. By exploring the topics people, leadership, organization, and process, and the related assumptions, change management is restructured and reframed in a prudent, positive, and practical way.

"This book offers a critical look at the assumptions underlying modern organization change efforts. A must for scholars and practitioners alike!" Tonya L. Henderson, Principal-Gly Solutions, LLC, USA
About the Author
Steven ten Have is full Professor of Strategy and Change at the VU University Amsterdam, the Netherlands, visiting professor at the Nyenrode Business University, the Netherlands, Chairman of the Foundation The Center for Evidence-Based Management, and Partner at TEN HAVE Change Management, the Netherlands. Wouter ten Have is University Lecturer of Organization and Change at the VU University Amsterdam, the Netherlands, visiting University Lecturer of Change Management (MBA Healthcare Management) at the Amsterdam Business School, the Netherlands, and Partner at TEN HAVE Change Management, the Netherlands. Anne-Bregje Huijsmans is a Consultant at TEN HAVE Change Management, the Netherlands. Maarten Otto is visiting University Lecturer of Organization and Change (Master of Science in Management) at The Hague University of Applied Sciences, the Netherlands and Consultant at TEN HAVE Change Management, the Netherlands.