1. Record Nr. UNINA9910337782103321 Autore Akingbola Kunle Titolo Change Management in Nonprofit Organizations: Theory and Practice / / by Kunle Akingbola, Sean Edmund Rogers, Alina Baluch Pubbl/distr/stampa Cham: .: Springer International Publishing: .: Imprint: Palgrave Macmillan, , 2019 **ISBN** 3-030-14774-6 Edizione [1st ed. 2019.] Descrizione fisica 1 online resource (285 pages) 658.048 Disciplina 658.406 Soggetti Nonprofit organizations Organization **Planning** Leadership Non-Profit Organizations and Public Enterprises Business Strategy/Leadership Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia 1. Organizational Change -- 2. Nature of Change in Nonprofit Nota di contenuto Organizations -- 3. A Model of Change for Nonprofit Organizations --4. Employees and Change Management in Nonprofits -- 5. Volunteers and Change Management -- 6. Chage and Board Governance Nature --7. Social Enterprise as Change -- 8. Change diagnosis in NPOs -- 9. Implementing change in NPOs -- 10. Evaluating Change -- 11. Strategic Change at A-Way Express Courier. Nonprofit organizations are arguably in a perpetual state of change. Sommario/riassunto Nonprofits must constantly scan, analyze, and adapt to the implications of the changing needs of clients, the community, funders, and government policy. Hence, the core competencies and capabilities of nonprofits must include how to effectively manage change. The knowledge, skills, and abilities of employees, volunteers, and managers must include the competencies required to formulate and implement strategies to manage planned and unplanned change. This book brings to the forefront the challenges and opportunities of change by

combining insights from practice, research, and theories of change management to examine nonprofits. It incorporates interdisciplinary perspectives to examine the dimensions, determinants, and outcomes of change in nonprofits. It offers managers, researchers, and students case examples on how to develop, implement, and manage change in the context of nonprofits. Readers will better understand the dimensions of change that are unique to nonprofits and how these should be integrated into strategy and day-to-day operations, including reflection for both the change agent and the change recipient.