

1. Record Nr.	UNINA9910789762603321
Titolo	Research in organizational change and development . Vol. 19 [[electronic resource] /] / edited by Abraham B. (Rami) Shani, Richard W. Woodman, William A. Pasmore
Pubbl/distr/stampa	Bingley [England], : Emerald Group Pub. Ltd., 2011
ISBN	1-283-22332-5 9786613223326 1-78052-023-9
Edizione	[1st ed.]
Descrizione fisica	1 online resource (309 p.)
Collana	Research in organizational change and development, , 0897-3016
Altri autori (Persone)	ShaniAbraham B WoodmanRichard W PasmoreWilliam A
Disciplina	302.35
Soggetti	Business & Economics - Organizational Development Organizational theory & behaviour Occupational & industrial psychology Organizational change
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Developing an Effective Organization: Intervention Method, Empirical Evidence and Theory / Michael Beer -- Strategic Change and the Jazz Mindset: Exploring Practices That Enhance Dynamic Capabilities for Organizational Improvisation / Ethan S. Bernstein and Frank J. Barrett -- Communication for Change: Transactive Memory Systems as Dynamic Capabilities / Luis Felipe Gómez and Dawna I. Ballard -- Developing And Sustaining Change Capability Via Learning Mechanisms: A Longitudinal Perspective On Transformation / Tobias Fredberg, Flemming Norrgren and Abraham B. (Rami) Shani -- Mapping Momentum Fluctuations during Organizational Change: A Multi-study Validation / Karen J. Jansen and David A. Hofmann -- Towards a Dynamic Description of the Attributes of Organizational Change / Guido Maes and Geert Van Hootegem -- Revisiting Social Space: Relational Thinking about Organizational Change / Victor J. Friedman -- Tipping the Balance: Overcoming Persistent Problems in

Sommario/riassunto

Volume 19 of Research in Organizational Change and Development includes papers by an international and diverse set of authors including Michael Beer, Victor Friedman, Luiz Gomez & Donna Ballard, Ethan Bernstein & Frank Barrett, Karen Jansen & David Hoffman, Guido Maes & Geert Van Hootegem, and Tobias Fredberg, Flemming Norrgren & Rami Shani and the ideas expressed by these authors are as diverse as their backgrounds. New methodologies are introduced, such as the strategic fitness process for engaging leaders in better understanding the reactions of employees to strategic change efforts (Beer); Jazz as a metaphor for organizational improvisation (Bernstein & Barrett); and new theories for understanding change processes (Gomez & Ballard). The universal constant is change, and various ideas about sustaining change (Fredberg, Norrgren & Shani), mapping momentum changes during change efforts (Jansen & Hoffman) and exploring Lewins notions of the criticality of social space to facilitate change (Friedman). Volume 19 demonstrates that as academics, we advance the work in our field by both looking forward and looking back. Understanding the origins of our theories and beliefs can be as important as pioneering new ideas and methodologies. As you read Volume 19, we ask you to consider your own contributions to our field and to contact us to suggest topics for future volumes.
