

1. Record Nr.	UNINA9910861080503321
Autore	McCabe Darren
Titolo	Changing change management : strategy, power and resistance // Darren McCabe
Pubbl/distr/stampa	Milton, : Routledge, 2020
ISBN	0-429-64200-8 0-429-02998-5
Edizione	[1st ed.]
Descrizione fisica	1 online resource (229 pages)
Collana	Routledge studies in organizational change & development ; ; 22
Disciplina	658.406
Soggetti	Organizational change - Management Public administration - Great Britain
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 and index.
Nota di contenuto	Cover -- Half Title -- Series -- Title -- Copyright -- Dedication -- Contents -- Preface -- 1 Introduction -- 2 The Landscape of Change Management -- 3 Towards a Critical 'Relational' Perspective on Change Management -- 4 The Contextual Landscape -- 5 Metaphors-as-Power -- 6 Management Resistance -- 7 Resistance: From Negative to Positive/Productive? -- 8 Cynicism in Service -- 9 Making Organisational Politics Political -- 10 Conclusion -- References -- Index.
Sommario/riassunto	The literature on Change Management works from the premise that management possesses the power to achieve change and this is evident in that resistance is little more than a footnote in most textbooks. This assumption sits uneasily, however, with the high failure rate of Change Management interventions. This book seeks to explain this paradox by providing a critical relational' approach towards Change Management. What would a book on Change Management look like that takes resistance seriously? This book attempts precisely this by exploring how resistance is as much a part of change as the strategies of those that seek to enact it. The findings are drawn from a qualitative study of organizational transformation in a Local Government Authority in the UK. Its detailed empirical insights enable readers to explore organizational change from many different perspectives considering

issues such as the strategic use of metaphor and counter-metaphors; management and employee resistance; organizational politics and cynicism. It will be of interest to researchers, academics, and students interested in change management, organizational studies, human resource management, and critical management studies.

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