

1.	Record Nr.	UNISOBE600200064632
	Autore	Castellan, Georges
	Titolo	L' Allemagne de Weimar : 1918-1933 / Georges Castellan
	Pubbl/distr/stampa	Paris, : Armand Colin, c1969
	Descrizione fisica	443 p. ; 24 cm
	Collana	U . Histoire contemporaine
	Lingua di pubblicazione	Francese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
2.	Record Nr.	UNINA9910164937303321
	Autore	Garden Anna-Maria
	Titolo	Organizational change in practice : the eight deadly sins preventing effective change / / Annamaria Garden
	Pubbl/distr/stampa	London ; ; New York : , : Routledge, , 2017
	ISBN	1-03-209709-4 1-315-21356-7 1-351-81896-1
	Edizione	[First edition.]
	Descrizione fisica	1 online resource (153 pages) : illustrations, tables
	Collana	Routledge Focus
	Disciplina	658.4/06
	Soggetti	Organizational change Strategic planning
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Nota di bibliografia	Includes bibliographical references and index.
	Nota di contenuto	pt. I. Making the organization worse -- pt. II. Making the organization better -- pt. III. Resistance and reactions.
	Sommario/riassunto	This book challenges the practice or organizational change programmes. It uses two case studies in depth to illustrate that consulting companies can often get it wrong. Senior managers often do

not know enough about managing change. The text is arranged around eight deadly sins to avoid in the practice of change: self-deception of the change agents rather than self-awareness; destruction of the identity of the organization caused by arrogance; especially of the large consulting companies; destruction of cohesion; gobbledygook language; concentrating on structural change, not behavioural change; making the organization worse, not better; the intelligence in resistance; and the deep trauma of redundancy. The author's main objective is to get academics and practitioners to stop and think about what they are doing when they work with organizations. Organizational Change in Practice will be of interest to business professionals seeking to understand how change can impact their organization as well as organizational consultants.
