

ROUTLEDGE STUDIES IN ORGANIZATIONAL
CHANGE & DEVELOPMENT

Rethinking Organizational Change

The Role of Dialogue, Dialectic &
Polyphony in the Organization

Muayyad Jabri



Rethinking Organizational Change Organization Development

Baruch Shimoni



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Rethinking Organizational Change Muayyad Jabri, 2015-12-22 Rethinking Organizational Change The Role of Dialogue Dialectic based on a rendition of Mikhail Bakhtin's anthropological concept of polyphony applied to organizational change The reader is treated to a cutting edge discussion of a variety of contemporary ontological and epistemological themes centered on process dialectic dialogue and social construction ECMLG2008-Proceedings of the 4th European Conference on Management Leadership and Governance Ken Grant, 2008 *Research in Organizational Change and Development* William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2010-06-14 Contains nine papers that address the challenges in organizational change report the results of change related research and advocate methodological advances in the field **Organization Development and Society** Baruch Shimoni, 2019-03-11 Organization Development and Society Theory and Practice of Organization Development Consulting offers a new approach for the practice of organization development OD The new approach a habitus oriented OD HOOD sees consultees thinking and behavior a result of habitus a cognitive structure developed historically in endless interactions between human behavior and social structures HOOD has two goals The first goal is to redefine the objectives of individually oriented OD The focus on habitus and social structure allows individually oriented OD scholars and practitioners to keep their subjective approach which searches for consultees inner world However this subjectivity searches not only for consultees psychological but their social dispositions It views the individual level the habitus as a site of social dispositions that from within the individual consultees generate thoughts and behaviors in a way that closely corresponds with the organization's social structure with power relations and social positions and with accepted metaphors and common language The HOOD links the concept of habitus to the field of OD and in so doing provides an alternative way to incorporate the individual and the social in OD HOOD's second goal is to re position OD between organizations and society and thus to produce a consulting practice that is both pragmatic and human It is pragmatic since incorporation of habitus enables the consultant to liberate consultees perspectives and behavior from the organization's social and structural hoops and to use these perspectives in processes of change and development Considering the habitus as central to consulting projects is human since it enables consultants and consultees to identify the responsibility for organizational problems and other phenomena not only at the level of the individual but also at the level of the organization and the environment outside the organization Consultation for Organizational Change Anthony F. Buono, David W. Jamieson, 2010-09-01 This volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organizational Change and Development series This dual focus reflects the reality that consulting for organizational change is a special type of management consultation a complex field of endeavor that requires a broad range of skills and competencies To be truly effective change related consulting requires a unique client consultant relationship a special set of consulting skills an expertise in human and organizational systems and significant personal

qualities It is in high demand in a world full of change Yet we still know relatively little theoretically about this type of consulting and have relatively little empirical evidence about what actually works and why As the contributors amply illustrate the Organization Development OD field has a well developed set of frameworks technologies and models of change Still we need to focus on and learn more about the role of the OD consultant as a special kind of change agent A goal of this joint volume is to increase that specific body of knowledge and provide an illustration of much needed collaboration in bringing all possible resources to bear on our understanding of an increasingly critical and essential form of consulting

Consultation for Organizational Change Revisited David W. Jamieson, Robert C. Barnett, Anthony F. Buono, 2016-03-01 As a follow up to a 2010 volume on organizational change related consulting the book continues to push our thinking about the dynamics involved in consulting with change leaders and intervening in the change process Consulting for organizational change is a special type of consultation with its own complex set of conditions and needs for a broad range of skills and competencies which include distinct needs for the client consultant relationship superior consulting facilitation skills an expertise in human and organizational systems and as emphasized in the volume the masterful use of self As with our prior edited collection this volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organization Development and Change book series The dual focus is intended to reflect the importance of quality consulting for change across both the management consulting and Organization Development OD fields It follows a long history of interest in how consulting affects organization change what works and perhaps most importantly for generating theory and insight into the change process why it works The book contains fourteen chapters that frame the changing nature of the organizational change challenge explore the use of self in intervening in organizations and examine different change frameworks and perspectives sharing various reflections and personal insights into the underlying challenges of consulting to bring about organizational change Our underlying goal is to advance the theory and practice of effective organizational change consultation stimulating thinking and discussion among change practitioners and researchers so that this work and profession continue to grow and evolve **ENDORSEMENT** *Consultation for Organization Change Revisited* offers a clear map of the dominant thinking about how consultants intervene to help organizations create an alternative future It nicely answers the question of What is Organization Development It also has a memory so that you see the arc of the field over time which gives an important perspective Organization change is complicated work this book makes it clearer Peter Block Author of *Flawless Consulting* *Organization Development in Healthcare* Jason A. Wolf, Mark J. Moir, Heather Hanson, Leonard H. Friedman, Grant T. Savage, 2011-07-12 This collection of critical ideas relating organization science to operations and accomplishments in the health care environment provides a thematic guide for leaders practitioners academics and administrators It pulls in a broad cross section of perspectives on the important linkage of scholarship and practice with a solid global perspective **Organizational Change Management Strategies in Modern Business** Goksoy,

Aslı,2015-10-30 Scholars agree that change has become a staple in organizational life and will likely remain as such beyond the 21st century As the rate of change continues to accelerate organizations must strive to develop and implement new initiatives in order to obtain significant benefits to organizational survival economic viability and human satisfaction Organizational Change Management Strategies in Modern Business covers the most important elements of change management as well as the difficulties and challenges that organizations have faced when implementing change In sampling different disciplines relevant to topics such as resistance to change mergers and acquisitions management leadership the role of human resource strategies and culture this reference work is a useful resource for academics professionals managers administrators and others interested in organizational change Research in Organizational Change and Development

Abraham B. (Rami) Shani,Debra A. Noumair,2017-07-12 This volume brings forth the latest scholarly work and practice in the fields of organization development and change It is a resource for scholars who are interested in well integrated reviews of the literature advances in research methods and ideas about practice that open new ways of working with organizations Sustainability and Organizational Change Management

Stewart Clegg,João de Matos,2017-10-02 There is no bigger challenge for organizational change management in the contemporary world than achieving greater sustainability The challenges associated with sustainable development are multifaceted including criteria pertaining to the delivery of environmental social ethical and economic results Creating sustainable value requires companies to address issues that relate to pollution and waste created by industrialization to respond in a transparent manner to the challenges increasingly raised by the civil society namely NGOs to invest in emerging technologies that provide innovative solutions to many of today's environmental problems and to effectively respond to the challenges of increased poverty and inequality around the globe On the other hand to create shareholder value managers must focus not only on cost reduction and risk control but also on fostering innovation enhancing corporate reputation within external stakeholders and establishing a credible growth path for the future The current global financial crisis has left few untouched unprecedented unemployment figures public deficits bankruptcies redundancies austerity regimes and governments bailing out banks all over the globe World confidence is at a record low How can management scholars encounter solutions for the dilemmas created by this scenario of change in which they can manage to change sustainably This book provides some answers to these pressing questions This book was originally published as a special issue of the Journal of Change Management

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