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# Managing Organizational Change A Multiple Perspectives Approach

**Mark Hughes** 

# Managing Organizational Change A Multiple Perspectives Approach:

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change creativity and innovation all overlap and interconnect rather than being three separate areas of study and that managing the three together is central to organizations having the competitive edge in developing new technologies and techniques products and services The book continues to offer practical guidelines as well as a theoretical understanding of change creativity and innovation It delivers an equal balance of critical perspectives and sound ideas for organizational change and development and presents the idea that change can be proactive driven by creativity and innovation The new edition includes additional change management content including learning personal change managing the self employability developments in conventional Organizational Development and new emergent forms including appreciative inquiry Along with a series of rich international case studies including TNT Australia Amazon Leeds Rhinos Jerusalem Paints Alpha Pro Pump and KPMG It is supported by a range of learning and revision aids including reflective exercises review and discussion questions and hands on research tasks All of which help students to reflect on the material covered and provide a source for more open group discussion and debate A companion website accompanies the book with additional material including PowerPoint slides for lecturers and video links and access to SAGE journal articles for Students Suitable for upper level undergraduates and postgraduate students Managing for Social Justice Latha Poonamallee, Anita D. Howard, Simy Joy, 2023-01-30 The book introduces a preliminary integrative conceptual framework on the intersections between management and social justice with a view that the quest for social justice is not an endpoint rather an ongoing journey With contributions from management scholars and practitioners it highlights examines and explores the continuities and discontinuities gains and losses and struggles and successes in this quest for reimagining organizations as sites and vehicles for advancing social justice in the world To nurture and facilitate flourishing individuals and collectives we need bolder more innovative and more creative models of engagement Further we need models for speaking and learning from different perspectives and building common ground through shared values of equity connectivity and compassion and moral expansiveness while recognizing the complexities of the world we inhabit via our organizations and the need to develop nuanced understandings of the same Contributing authors address questions such as Are social justice and management mutually exclusive concepts How can we draw on effective management for advancing social justice aims How do we bend the arc of organizational life towards more justice What are the rights and obligations of organizations and their members to the world at large and to their local communities and societies Through its re imagining of organizations and management as vehicles for social justice instead of just as tools of oppression injustice or regressive organizing in an extractive economy this book brings together critical and positive organizational approaches challenging fundamental assumptions about how our society people's collectives and workplaces are organized with capacity building incremental change sustained change institutionalized change dynamic ongoing problem solving assessment redesign and more Management scholars will learn the nuanced and complex intersections between management theories and practice and different types of justice injustice in

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