

Challenge of Organizational Change: How Companies Experience It And Leaders Guide It, 2003, 556 pages, 0743254465, 9780743254465, Simon and Schuster, 2003

In an era of increased global competition, of takeovers, downsizing, restructuring, and even outright failure, managing intelligent organizational change is the most difficult challenge facing business. Kanter, Stein, and Jick present here a comprehensive overview and an authoritative model for how to and, in some cases how not to, institute change in organizations. Building upon their "Big Three" model of change, the authors focus on internal and external forces that set events in motion; the major kinds of change that correspond to external and internal change pressures; and the principal tasks involved in managing the change process. Several "portraits" of companies undergoing different types of change, coupled with the authors' own expert analyses, prove that no one person or group can make change "happen" alone. Instead, the authors assert that it is the delicate balance among key players that makes organizational change a success. The authors analyze the forces for change by examining Banc One, Apple Computer, and Lehman Brothers, among others, to illustrate environmental and cyclical change as businesses grow. Then they turn to forms of change, drawing on the Western-Delta merger, strategy change at Bell Atlantic, and takeover turmoil at Lucky Stores, to show how companies change their structures and cultures. The section on execution of change shows "change masters," to use Kanter's own famous term, at work at Motorola, General Electric, and other leading firms, as well as the difficulties of implementing change at General Motors and Microswitch. Fundamental organizational change, they argue, is exemplified by identity change, involving much more than the transfer of tangible assets. Managing the feelings, fears, and hopes of people must be the central strategy during such transitions. In this essential volume for managers and analysts of change, Kanter, Stein, and Jick offer powerful insights, practical new directions for action, prospects for the future of deliberate organizational change, and advice on where to begin the change process, and when: NOW!

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The dynamic American firm , Kenneth W. Chilton, Murray L. Weidenbaum, Robert Batterson, 1996, Business & Economics, 240 pages. Business is becoming more global, more competitive, and more knowledge-intensive. Consequently, business executives are being required to reexamine and redefine fundamental.

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Business Horizons, Volume 42 , , 1999, Business, . .

The portable MBA in strategy , Liam Fahey, Robert M. Randall, 2001, Business & Economics, 414 pages. The latest volume in the popular management series introduces a series of practical methods for competing to win in today's marketplace while laying the foundation for tomorrow.

Strategic Management: Creating Value in a Turbulent World , Peter Fitzroy & James M Herbert, Jun 1, 2007, , 442 pages. Market_Desc: The book is designed to meet the needs of MBA and Executive MBA students taking a capstone or core course on strategic management. It may also be used in advanced.

A manager's guide to globalization six keys to success in a changing world, Stephen H. Rhinesmith, 1993, Business & Economics, 240 pages. The forces of technology, political freedom, economic competition, and entrepreneurial ingenuity weave a fabric of rapid change throughout the business world. Managers must.

The Oxford Handbook of Strategy A Strategy Overview and Competitive Strategy, David O. Faulkner, Andrew Campbell, Apr 6, 2006, Business & Economics, 1031 pages. Presents an analysis of how thinking on strategy has evolved and what are the likely developments. This work includes chapters on six key areas: Approaches to Strategy.

The Wall Street journal on managing adding value through synergy, David Asman, 1990, Business & Economics, 256 pages. Shows managers in the age of downsized companies how to build bridges between departments, people, and production in order to make 2 plus 2 equal 5.

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The Individualized Corporation A Fundamentally New Approach to Management, Sumantra Ghoshal, Christopher A. Bartlett, Jan 27, 1999, Business & Economics, 372 pages. Based on six years of research and hundreds of interviews with managers at every level of companies such as Intel, ABB, Canon, 3M, and McKinsey, The Individualized Corporation.

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Osteology of Upper & Lower Extremities I , Anatomy Department at Kabul Medical University

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