Free ebook Leading in a culture of change (Download Only)

Change the Culture, Change the Game Organizational Culture Change Cultural Change and Leadership in Organizations Changing Organizational Culture Theory of Culture Change Strategies for Cultural Change Changing Culture Gender, Culture and Organizational Change The Corporate Culture Survival Guide Leading Culture Change in Global Organizations The Insider's Guide to Culture Change The Manager's Pocket Guide to Corporate Culture Change Changing Organizational Culture The Culture Trap Innovation: the Basis of Cultural Change Essays on Culture Change Creating Culture Change Change Your Culture, Change Everything Strategies for Cultural Change Leading Culture Change High-velocity Culture Change Leadership and Cultural Change Culture Shift CORPORATE CULTURE The Innovation Race Change Your Space, Change Your Culture Disrupting Corporate Culture Corporate Culture Developing Cultures Changing Culture Culture Transformation Creating Culture Change Diagnosing and Changing Organizational Culture Leading Cultural Change Why Your Corporate Culture Change Isn't Working - and what to Do about it Harvard Business Review on Culture and Change Implementing Culture Change Corporate Culture The Corporate Culture Handbook Communication, Technology and Cultural Change

Change the Culture, Change the Game

2011-01-04

a fully revised and updated installment from the bestselling author of the oz principle series two time new york times bestselling authors roger connors and tom smith show how leaders can achieve record breaking results by quickly and effectively shaping their organizational culture to capitalize on their greatest asset their people change the culture change the game joins their classic book the oz principle and their recent bestseller how did that happen to complete the most comprehensive series ever written on workplace accountability based on an earlier book journey to the emerald city this fully revised installment captures what the authors have learned while working with the hundreds of thousands of people on using organizational culture as a strategic advantage

Organizational Culture Change

2012-12-14

culture leadership and the ability to change determine organizational performance but 75 of organizational change programs fail being too conceptual organization wide and command and control like that s why change consultant marcella bremer developed this pragmatic approach to organizational culture change and leadership the starting point is the validated organizational culture assessment instrument based on the competing values framework by professors kim cameron and robert quinn next bremer shows how to engage people in ocai workshops or change circles in peer groups of 10 coworkers they develop a change plan for their teams that is also personal and focused on specific behaviors these change circles of 10 use the mechanism of copy coach and correct within groups to help organization members to implement the change and develop those behaviors that will make a difference this book is a pragmatic user s guide to organizational culture change learn the best practices from a change consultant and unleash your organization too

Cultural Change and Leadership in Organizations

2013-02-18

cultural change and leadership in organizations discusses ways in which organizations are able to implement successful strategic change inspirational and conceptual material is combined with practical examples and concrete interventions for planning and implementing cultural change within organizations cultural change and leadership in organizations is targeted toward professionals including organizational psychologists consultants senior managers and human resources professionals as well as advanced level business school courses

Changing Organizational Culture

2015-09-21

how is practical change work carried out in modern organizations and what kind of challenges tasks and other difficulties are normally encountered as a part of it in a turbulent and changing world organizational culture is often seen as central for sustained competitiveness organizations are faced with increased demands for change but these are often so challenging that they meet heavy resistance and fizzle out changing organizational culture encourages the development of a reflexive approach to organizational change providing insights as to why it may be difficult to maintain momentum in change processes based around an illuminating case study of a cultural change programme the book provides 15 lessons on the entire change journey from analysis and design to implementation and how organizational members should approach change projects this enhanced edition considers the most recent studies on organizational change practice with new examples from businesses and the public sector and includes one empirical study which uses the authors own framework enriching their practical recommendations it also draws on the latest theoretical developments including ideas of power and storytelling accompanying the text is an online pedagogic and research ideas guide available for course instructors and lecturers at routledge com changing organizational culture will be vital reading for students researchers and practitioners working in organizational studies change management and hrm

Theory of Culture Change

1972

p 122 142 mentions australian patrilineal bands

Strategies for Cultural Change

2010-02-17

paul bate makes sense of a huge range of issues which must be considered in the struggle for change he has developed a framework that will help students researchers and practitioners alike to focus on a variety of conceptual and practical matters relating to business culture and cultural change strategies for cultural change represents one of the most ambitious attempts so far to provide a comprehensive approach to the design and implementation of a cultural change programme one of five books nominated for the management consultancies association best management book of the year prize 1994

Changing Culture

1993

this book is an original contribution to the increasing body of knowledge about gender and organizations it investigates and theorizes gender and culture and gender relations and gender based inequality in organizations how sexual and social relations between women and men relations based on sexuality and relations of power and control based on sex determine the cultures structures and practices of organizations and the experience of women and men in organizations the book is unusual in its focus on organizational culture and organizational change in putting theory into practice to bring about change in organizations and in using practice to inform and develop theory and its concern with strategy the use of theory to develop strategy to shape and direct practice and in turn the use of practice to craft strategy and to construct theory the book collects together a decade of experience of managing change and operationalizing theory in public sector organizations in britain during a period of major social political and economic transitions and analyzes what has been learned it also makes wider connections with women and trade unions in europe and management development for women in the developing countries of africa and asia

Gender, Culture and Organizational Change

1995

effective sustainable cultural change requires evolution not disruption the corporate culture survival guide is the essential primer and practical guide every organization needs corporate culture pioneer edgar h schein breaks the concept of culture down into real terms delving into the behaviors values and shared assumptions that define it and explains why culture is the central factor in an organization s success or failure this new third edition is designed specifically for practitioners needing to apply these practices in real world settings and has been updated with new coverage of globalization technology and managerial competencies you ll learn how to get past subconscious bias to assess whether or not your existing culture truly serves your organization and how to introduce change and manage the change process over time for a best case scenario outcome case studies illustrate successful change in real companies providing models and setting the bar for dismantling dysfunctional cultures corporate culture begins with the founder and evolves or not over time is your culture working for or against your organization how can it be optimized this book separates the truth from the nonsense to provide real world guidance on initiating and managing cultural change understand when to assess your culture and how to do it objectively learn how cultures evolve and change over time for better or worse discover the reality of multiculturalism amidst the rise of globalization evolve your culture to more effectively serve your organization each of us is a part of many cultures what you do where you live where you grew up what you enjoy how you live in the workplace many different people with many different cultures come together toward a common goal will these cultures clash or synergize the corporate culture survival guide shows you how to create an overarching corporate culture that gets everyone on the same page to drive your organization s success

The Corporate Culture Survival Guide

2019-07-30

filled with case studies from firms such as gt automotive ge healthcare china vale dominos swiss re americas division and polar bank among others this book written by dan denison and his co authors combines twenty years of research and survey results to illustrate a critical set of cultural dynamics that firms need to manage in order to remain competitive each chapter uses a case as a means to illustrate an important aspect of culture change focusing on seven common culture change dilemmas including creating a strategic alignment keeping strategy simple and more

Leading Culture Change in Global Organizations

2012-06-27

culture transformation expert siobhan mchale defines culture simply it s how things work around here the secret to the success or failure of any business boils down to its culture from disengaged employees to underserved customers business failures invariably stem from a culture problem in the insider s guide to culture change acclaimed culture transformation expert and global executive siobhan mchale shares her proven four step process to demystifying culture transformation and starting down the path to positive change many leaders and managers struggle to get a handle on exactly what culture is and how pervasive its impact is throughout an organization some try to change the culture by publishing a statement of core values but soon find that no meaningful change happens others try to unify the culture around a set of shared goals that satisfy shareholders but find their efforts backfire as stressed employees throw their hands up because leadership just doesn t get it others implement expensive new it systems to try to bring about change only to find that employees find workarounds and soon go back to their old ways the insider s guide to culture change walks readers through mchale s four step process to culture transformation including how to understand what corporate culture really is and how it impacts every aspect of the way your organization operates analyze where your culture is broken or not adding maximum value unlock the power of reframing roles within your company to empower and engage your employees utilize proven methods and tools to break through deeply embedded patterns and change your company mind set keep the momentum going by consolidating gains and maintaining your foot on the change accelerator with the insider s guide to culture change watch your employees go from followers to change leaders who drive an agile culture that constantly outperforms

The Insider's Guide to Culture Change

2020-02-11

this book provides a practical plan and roadmap to start the knowledge management process it walks the reader through all the stages assessment planning deployment and evaluation and then puts it together to expand the reader s core competency and win competitive advantage

The Manager's Pocket Guide to Corporate Culture Change

2001

to alter an organization s culture change agents must first understand its attitudes beliefs and assumptions marc schabracq s innovative new book is based on a fresh way of thinking that deals with both the functional and structural features of cultures focusing on the greatest barrier to organizational change the attitudes and assumptions of people it offers three approaches that collectively assist the change process changing goals through the leader improving effectiveness through the members and enriching assumptions through group dialogue the scales checklists and exercises are available online a priceless resource for consultants and change agents changing organizational culture is also valuable reading for senior managers and business students interested in the change process

Changing Organizational Culture

2009-09-28

edgar schein described primary and secondary mechanisms to embedding culture into any organization in his book organization culture and leadership 2004 but the primary mechanisms he described are all personal to the leader thus every time a new leader is introduced into a business the culture changes for that area department leader or the entire company ceo or executive secondary are the beliefs traits and vision of the organization that have been identified over the course of its existence this book sets out to change that while maintaining some flexibility and autonomy of leadership within the confines a clearly defined cultural road map the culture trap solves the three reasons culture efforts fail lack of commitment culture change never translates into performance and culture change lacks distinction flexibility a forbes article in 2017 outlined the three reasons culture efforts fail without any data to support the claims or practical ways to solve it well now there is using concepts from scheins work in organizational change as well as the globe studies from 2007 and 2014 from the mckenzie group and the london school of economics in this book jonathan shows how to define focus and change organizational culture in a way that others have not he defines the culture trap as the misconception that ceo s or executives can identify the shared basic assumptions of the entire organization and know how to change them that often leads to an unpleasant situation from which it is hard to escape it includes part of edgar schein s definition of organizational culture with webster s definition of a trap a perfect fit for the definition but a nightmare for the people that work for a company that attempts to change it too often and for unclear reasons using the six systems of organizational culture executives are able to define what their culture should be in the areas of people centered systems leadership ideology openness leaders to employees and cross functional communication customer focusprocess centered systems organizational drive operational controls organizational effectivenessstanton provides an example of the entire process detailing how a company implemented the six systems of organizational culture the basic assumptions of the organization and its leaders six critical functions of a business the objectives of performance to achieve and the performance drivers standards and guard rails to monitor and measure it truly is an executive guide to organizational change that can and should be implemented for

any company across the globe

The Culture Trap

2020-03-20

in sixteen landmark essays anthony f c wallace illuminates the interconnections between cognition and culture and the formative social conditions of the modern world probing the psychological reality or realities of culture wallace offers incisive analyses of the cognitive foundations of kinship terms and the ability of cultures past and present to process complexity he also examines whether beavers have a culture and reveals how the mazeway of modern american culture equips and enables a routine drive to work in the volume s second section wallace interrogates the consequences of revolutionary changes in labor technology and society in the modern world a series of essays details the multifaceted pervasive impact of the industrial revolution on the coal mining communities of rockdale and saint clair pennsylvania he also considers the implications of the disaster prone coal mining industry for risky technological enterprises today such as nuclear power plants an in depth comparison between the administrative structures of a modern university and iroquois seneca leadership rounds out this volume

Innovation: the Basis of Cultural Change

1953

if you want to implement best practice in your business creating culture change will equip you with the passion strategy and skills to bring about change quickly and successfully philip atkinson a leading management consultant has distilled the secrets of culture change in this new and revised classic text a specialist in driving behavioural change with all levels of management in many commercial sectors he outlines clearly in a no nonsense style the essentials for success his vibrant approach to the subject leaves the traditional far behind the book is revolutionary in its content rejecting many so called established approaches to total quality and replacing them with strategies which strike at revitalising the fabric of the organisation stop now and think if you couldn t fail what would you change now read the book and apply the ideas creating culture change creates a landmark in allowing management to face up to its responsibility for mastering the process of change which is critical to functioning successfully in the 21st century the author believes that results are a reflection of how well people are managed and he further expresses the view that most managers learn to manage by accident rather than by design

Essays on Culture Change

2003-01-01

why is it that the best strategic plans and good leadership often are not able to move organizations in the desired direction sam chand contends that toxic culture is to blame quite often leaders don t sense the toxicity but it poisons their relationships and derails their vision in this insightful and practical guide sam chand describes seven easily identifiable categories of organizational culture and directs readers toward identifying strengths and needs of their organization s culture and then applying practical strategies to make the culture more positive

Creating Culture Change

2005

this book represents one of the most ambitious attempts so far to provide a comprehensive approach to the design and implementation of a programme of cultural change readers will find reference to a wide range of issues which they will need to consider in their struggle for change from the thinking to the action from the understanding to the doing from the why to the what and the how of change strategies for cultural change will be essential reading for senior management and board members in any company or organization planning a culture change it is also ideally suitable for undergraduate postgraduate and post experience students in particular those studying strategy management of change and organizational behaviour on dba mba dms and specialist msc courses

Change Your Culture, Change Everything

2017-04-24

leading culture change what every ceo needs to know is a practical guide for top leaders who are faced with the challenge of shaping their culture to create long term sustainable value culture is changeable but only with ceo sponsorship and a methodical best practices approach author christopher s dawson draws on 25 years of experience as an organizational

consultant in a variety of industries to delineate five critical success factors without which culture change is unlikely to occur he offers practical tools and approaches to facilitate culture change in addition to an overall framework that acts as a yardstick for seasoned and new top leaders the book provides a red yellow green level of urgency tool for determining the degree of organizational effort required to address the gap between strategy and culture a roadmap for culture change and more after describing how to effect change the text describes frequent scenarios providing guidelines an in depth case example and lessons for top leaders finally the book outlines four essential leadership competencies dual horizon vision self awareness team leadership and source of inspiration based on the requirements for leaders of any transformation this book is an ideal guide for today and tomorrow s top leaders as well as a valuable supplement to management consultants and human resource executives professional training

Strategies for Cultural Change

1994-01-01

changing corporate culture is heavy duty stuff this isn t the sort of challenge you take on simply because it sounds good or because it s the in thing to do these days you do it because you have to in a deperate attempt to survive

Leading Culture Change

2010-05-10

contemporary confluences of leadership decision making and citizenship behavior often unintentionally contribute to the depletion of the world s resources escalating health education and social crises as well as community societal and cultural struggles to adapt to emerging global shifts leadership and management practices in this context affect the wellbeing of organizational members e g their safety health financial security etc but also entail positive or negative impacts on consumer practices and collective community well being e g education obesity cancer safe or green driving energy conservation diversity based health care etc decision making in most businesses and organizations is largely responsive to demands for short term profit or cost minimization on the consumer side both cultural values and the corporate marketing practices that sustain them encourage high levels of consumption necessary to sustain corporate practices in exploring the emerging applications of behavior science to these challenges this book showcases emerging work by internationally recognized scholars on leadership and cultural change the book will aid organizations and leaders in creating new models of stewardship and will open opportunities for innovation while adapting and responding to growing social upheaval technological advances and environmental concerns as well as crises in the global economy health education and environment this book was originally published as a special issue of the journal of organizational behavior management

High-velocity Culture Change

1993

shortlisted for the 2020 business book awards nowadays stakeholder consideration focuses as much on an organization s culture as it does on the bottom line employees want to work for a company that has clear values and an engaging environment customers and clients want to know they re supporting a worthwhile brand and investors look to back socially responsible companies with good organizational health too often businesses see culture change as a project with a defined end point once the project is considered done the dominant culture re emerges and things go back to how they were culture shift guides organizations on how to do things differently ensuring that culture really does shift with minimal budget and no external consultants and putting culture permanently at the core of running the business founded on behavioural economics culture shift recognises that people do not always make average assumptions or follow rational logic changing a culture therefore is not about telling people what to do and expecting them to fall neatly in line it s about identifying where they are now and how they make decisions in order to help them form new habits to create a sustainable culture shift from the very top of the organization s workforce to the bottom using her extensive experience kirsty bashforth outlines exactly what it takes to oversee sustainable culture change in an organization the book explores how to communicate cultural expectations to a number of stakeholders implement new lasting habits in the workforce effectively measure and track organizational culture as well as deal with pushback from senior leadership when as time passes the planned culture shift risks falling lower on their agenda

Leadership and Cultural Change

2018-10-16

if innovation is a race who wins who loses who gets eliminated and how is it possible to stay ahead of the game the innovation race takes readers on a lively global adventure to explore the current state of innovation along the way best selling authors andrew and gaia grant search for clues on how to stay ahead in the race and design a more sustainable

future asking the critical questions why do we innovate are we at risk of innovating for the sake of innovation what could we be doing better the grants reflect on whether if in the race to come up with the next big thing we may be losing the purpose behind the process they then outline how to navigate the key paradoxical challenges that can either frustrate or fuel innovation to change the game by taking the latest academic research and presenting it in an accessible way the grants present a compelling case for forging a new path for the future the innovation race provides concrete strategies to support purpose driven sustainable innovation through deep cultural transformation a unique profiling tool reveals current organisation positioning along with potential opportunities and challenges a practical culture change model then provides clear direction for proactive change with economists estimating that up to 80 per cent of growth comes from new ideas and innovations this thought provoking book provides the strategies and tools to learn how to create an innovation culture for long term success identify your own sweet spot for innovative thinking learn the strategies to transform your organisation engage and motivate employees toward innovative action excel in implementing a deep cultural shift the innovation race will make you reassess what you assumed you knew about innovation help boost the innovation process to new levels and bring your organisation to the forefront

Culture Shift

2019-07-25

the fastest easiest way to shift culture toward engagement and productivity change your space change your culture is a guide to transforming business by rethinking the workplace written by a team of trail blazing leaders this book reveals the secrets of companies that discovered the power of culture and space this insightful guide reveals what companies lose by viewing office space as something to manage or minimize with practical tips and implementation details the book helps the reader see that the workspace is in fact a crucial driver of productivity and morale change your space change your culture was born out of recent studies that expose truly outrageous oh my god realities more than 70 percent of the workforce either hates their job or they are just going through the motions half of all office space is wasted those shattering facts exist because office space is generally regarded as overhead or sunk cost most buildings today clearly communicate the low priority placed on people friendly design poor workforce engagement is baked into the culture this book provides guidance on turning this around by rethinking and reshaping space to align with the way people work specifically this book moves from the high altitude view down to the details on how to discover the fastest easiest and most cost effective way to shift culture add square footage by using space more effectively boost employee engagement and vitality by the creative use of space learn how space can become a powerful productivity tool we all know that design space and flow have a powerful effect on the human psyche our homes museums sports arenas places of worship and even airport terminals reveal that environment can inspire dread or enthusiasm distraction or focus collaboration or isolation that s why the office must be designed to inspire the desired culture and workflow if it s not properly designed no program training or rules will be effective over time change your space change your culture is the practical guide to office space the foundation of an engaging culture

CORPORATE CULTURE

2018

research in cognitive science over the last 30 years shows much of what we know about culture in the business world is based on myth wishful thinking outdated science or is just plain wrong this is why culture shaping and change programs in organizations often amount to little more than sloganeering with minimal impact on the lived experience of employees this book bridges the gap between the latest research on cognitive science and culture providing a valuable guide for change leaders ceos and practitioners on how to sustainably work with and change this important resource it answers many of the major questions that have plagued culture work such as why so many ceos and management consultants preach culture change when so few culture interventions actually succeed why ceos persist in believing culture starts at the top when virtually no research in anthropology supports that claim why most culture shaping approaches have no answer for how to affect culture in global companies why culture doesn t cause us to do anything yet we persist in believing that somehow it does why so many culture shaping projects focus on corporate values despite the fact modern science shows why changing personal values is exceedingly difficult what we are learning about culture from the last 30 years of cognitive science gives us the foundation for far more impactful and sustainable interventions than have been possible to date this book explains why showing how everyday business practices well beyond hr are key to culture change why because the brain s synaptic plasticity can only be altered through new sustained and widespread organizational habits and routines this groundbreaking practical guide will show you finally how to realize the full power of culture as a transformational empowering and competitive resource

The Innovation Race

2016-11-21

Change Your Space, Change Your Culture

2014-09-29

developing cultures essays on cultural change is a collection of 21 expert essays on the institutions that transmit cultural values from generation to generation the essays are an outgrowth of a research project begun by samuel huntington and larry harrison in their widely discussed book culture matters the goal of which is guidelines for cultural change that can accelerate development in the third world the essays in this volume cover child rearing several aspects of education the world s major religions the media political leadership and development projects the book is companion volume to developing cultures casestudies 0415952808

Disrupting Corporate Culture

2020-08-17

e a true culture transformation should outlast the management that initiated it e in his latest book phil geldart ceo of eagle s flight discusses how and where to startmeasuring the impactthe role of leadershiphow to change behaviorthe importance of convictionwho should do whatthe role of hrand substantially more the book also includes an action planning workbook with the 30 most crucial questions to address in order to ensure success

Corporate Culture

2018-10-15

diagnosing and changing organizational culture provides a framework a sense making tool a set of systematic steps and a methodology for helping managers and their organizations carefully analyze and alter their fundamental culture authors cameron and quinn focus on the methods and mechanisms that are available to help managers and change agents transform the most fundamental elements of their organizations the authors also provide instruments to help individuals guide the change process at the most basic level culture diagnosing and changing organizational culture offers a systematic strategy for internal or external change agents to facilitate foundational change that in turn makes it possible to support and supplement other kinds of change initiatives

Developing Cultures

2006

explore the key components to achieving cultural transformation in organizations with this book which bridges academic theory with best practice

Changing Culture

1989

michael ward has heard the same comments and seen the same reasons for success or failure in a wide variety of companies and reflects this experience in the fictitious case studies that form the core of this provocative book each follows the same pattern of short narrative discussion key points and concluding principles painfully realistic all managers will wince as they read scenarios that are all too familiar this is not a book of theory it is rooted in real experience which will significantly increase the chance of your change programme succeeding

Culture Transformation

2014-12-12

a collection of articles on the messy and often difficult process of changing workplace culture the book examines why people

resist change on both the corporate and individual levels

Creating Culture Change

1997-01

this infoline presents a roadmap for culture change from the first and critical steps of getting leaders prepared and on board providing a realistic view of change and communicating to the final stage in which an organization s employees live the new culture along the way you will also learn some creative ways to communicate about the change and how to identify action plans and projects that will support culture change

Diagnosing and Changing Organizational Culture

2011-01-07

excerpt from corporate culture what it is and how to change it i call these assumptions rather than values because thes tend to be out of awareness taken for granted and basicalls viewed as automaticalls true and non negotiable ualues are debatable and discussible basic assumptions are not we are us against a basic assumption when our observations or questions are treated as dumb about the publisher forgotten books publishes hundreds of thousands of rare and classic books find more at forgottenbooks com this book is a reproduction of an important historical work forgotten books uses state of the art technology to digitally reconstruct the work preserving the original format whilst repairing imperfections present in the aged copy in rare cases an imperfection in the original such as a blemish or missing page may be replicated in our edition we do however repair the vast majority of imperfections successfully any imperfections that remain are intentionally left to preserve the state of such historical works

Leading Cultural Change

2016-03-03

this book is aimed at dispelling much of the mystique surrounding corporate culture management in the workplace

Why Your Corporate Culture Change Isn't Working - and what to Do about it

1995

with a foreword by norman denzin communication and the history of technology have invariably been examined in terms of artefacts and people gary krug argues that communication technology must be studied as an integral part of culture and lived experience rather than stand in awe of the apparent explosion of new technologies this book links key moments and developments in communication technology with the social conditions of their time it traces the evolution of technology culture and the self as mutually dependent and influential this innovative approach will be welcomed by undergraduates and postgraduates needing to develop their understanding of the cultural effects of communication technology and the history of key communication systems and techniques

Harvard Business Review on Culture and Change

2002

Implementing Culture Change

2006-05-24

Corporate Culture

2016-09-30

The Corporate Culture Handbook

2006

Communication, Technology and Cultural Change

2004-12-16

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