Organisation Change: A Comprehensive Reader

Burke, W. Warner


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Chapter 1: Environment as Stimulus for Change
Organization change is typically a reaction to a change in the external environment. The purpose of this chapter is to expand our understanding of these environmental changes and the planned organizational response to them.

Chapter 2: Theories & Models
This chapter provides a theoretical overview of the literature on organization change.

Chapter 3: Diagnosing the Current State
This chapter is designed to help scholars and practitioners diagnose the need for organization change.

Chapter 4: Understanding Resistance
Psychologists have been dedicated to understanding resistance to change and helping leaders respond to it for more than half a century. Beginning with the classic article by Coch & French (1948), this chapter addresses the nature of resistance to change at the individual, group and organizational levels.

Chapter 5: Change Interventions
Individual, group and organizational level change interventions are included in this chapter.

Chapter 6: Key Roles in Planned Change
This chapter focuses on the roles that leaders, groups, teams and internal organizational members play in organization change.

Chapter 7: Building Knowledge of Changing Through Assessment
This chapter is designed to provide a deeper understanding of the role of assessment in change and to help scholars and practitioners measure the effectiveness of change initiatives, the overall change process and continuous learning and growth.

Chapter 8: The Future of Planned Change
The final chapter will address future directions in the study and practice of organization change.