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KEY BENEFIT: Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge.Organizational Theory, Design, and Change continues to provide students with the most up-to-date and contemporary treatment of the way managers attempt to increase organizational effectiveness. By making organizational change the centerpiece in a discussion of organizational theory and design, this text stands apart from other books on the market. The sixth edition has been updated to reflect the most recent trends in real-world managing techniques. Examples have been updated to provide vivid illustrations of such techniques in action. KEY TOPICS: The Organization and Its Environment; Organizational Design; Organizational Change Business is changing at break-neck speed, so managers must be increasingly active in reorganizing their firms to gain a competitive edge. This text combines theory with application to show students how organizational change can affect the profitability of a business.

Text and cases studies of organisational change.

Organizations must adapt to changing and often challenging environments. This third Canadian edition helps students understand and design organizations for today's complex environment. The concepts and models offered in this text are integrated with changing events in the real world, presenting the most recent thinking and providing an up-to-date view of organizations. Detailed Canadian examples and cases capture the richness of the Canadian experience, while international examples accurately represent Canada's role in the world.

For undergraduate and graduate courses in Organization Theory, Organizational Design, and Organizational Change/Development. Business is changing at break-neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge. Organizational Theory, Design, and Change continues to provide students with the most up-to-date and contemporary treatment of the way managers attempt to increase organizational effectiveness. By making organizational change the centerpiece in a discussion of organizational theory and design, this text stands apart from other books on the market.

In today's volatile business environment, it is more important than ever that managers, whether of a global multinational or a small team, should understand the fundamentals of organizational design. Written specifically for executives and executive MBA students, the edition of this successful book provides a step-by-step 'how to' guide for designing an organization. It features comprehensive coverage of the key aspects of organizational design, including goals, strategy, process, people, coordination, control and incentives. These aspects are explained through the use of a unique series of 2 x 2 graphs that provide an integrated, spatial way to assess and plan organizational design. The new edition features a number of important improvements, including a new framework for understanding leadership and organizational climate, the introduction of the concept of manoeuvrability and a completely new chapter examining joint ventures, mergers, partnerships and strategic alliances.

"Hired by the world's leading brands to find out what makes their customers tick, Martin Lindstrom spends 300 nights a year overseas, closely observing people in their homes. His goal: to uncover their hidden desires and turn them into breakthrough products for the world's leading brands. In a world besotted by the power of Big Data, he works like a modern-day Sherlock Holmes, accumulating small clues to help solve a stunningly diverse array of challenges. In Switzerland, a stuffed teddy bear in a teenage girl's bedroom helped revolutionize 1,000 stores, spread across twenty countries, for one of Europe's largest fashion retailers. In Dubai, a bracelet strung with pearls helped Jenny Craig offset its declining membership in the United States and increase loyalty by 159 percent in only a year. And in China, the look of a car dashboard led to the design of the Roomba vacuum - a great American success story. How? Lindstrom connects the dots in this globetrotting narrative that will fascinate not only marketers and brand managers, but anyone interested in the infinite variations of human behavior. The Desire Hunter combines armchair travel with forensic psychology into an interlocking series of international clue-gathering detective stories. It presents a rare behind-the-scenes look at what it takes to create global brands; and along the way, reveals surprising and counter-intuitive truths about what connects us all as humans"--

Due to the vast size and complexity of the U.S. health care system--the nation's largest employer--health care managers face a myriad of unique challenges such as labor shortages, caring for the uninsured, cost control, and quality improvement. Organizational Behavior, Theory, and Design, Second Edition was written to provide health services administration students, managers, and other professionals with an in-depth analysis of the theories and concepts of organizational behavior and organization theory while embracing the uniqueness and complexity of the healthcare industry. Important Notice: The digital edition of this book is missing some of the images or content found in the physical edition.

Organization design is a key feature of management theory and practice. It addresses the challenges of constructing and maintaining effective organizations. Essential to organizational design is the assumption that it can improve organizations. Faced with the ever-accelerating pace of technological change and the restructuring of markets, many firms have been questioning their own organization. This book is the third to emerge from a series of workshops on organization design, featuring new empirical research and theoretical insights. The chapters are organized around four central themes: 1) Towards New Organizational Forms, 2) Dynamics of Adaptation and Change, 3) Theoretical and Practical issues, 4) Fit and Performance. Collectively, the chapters reflect the state of the art of OD as well as provide a further step towards the evolution of this important field of research.

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