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technological advances an increasingly globalized workforce and seismic global events mean that change is a constant feature of business life today the consequences of not managing change effectively can be devastating for businesses how can managers deal with change brought about by unpredictable events how can they embrace change and communicate its benefits to stakeholders how can organizations ensure the ongoing success of change john hayes s bestselling textbook equips you with the practical tools and academic knowledge to tackle these questions and many more offering unrivalled breadth it will guide you clearly through all stages of the change process from recognizing the need for change to ensuring its successful implementation its unique underpinning framework based on a process model of change will help you to view change as purposeful and ordered rather than something chaotic and unmanageable this sixth edition covers all of the key theories tools and techniques of organizational change and offers everything you need to know about organizational change today brand new international case studies and examples allow you to understand change in context coverage of big bang disruptions offers you a framework for dealing with unforeseen global events like pandemics economic instability and climate change updated research reports show you the latest theory in the field new learning objectives reflective questions and experiential exercises help you to consolidate your learning and revise effectively increased coverage of smes public sector and family businesses shows you change in diverse sectors

using a managerial approach this best selling textbook equips you with the practical tools and academic knowledge to manage organizational change

change in organizations is all about people it is people who plan prepare for and implement change and who are affected by it in the daily course of their work however there is a tendency to focus on the more technical and quantifiable aspects of implementing organizational change programmes whilst ignoring the complex ways that these will impact individuals providing an evidence based analysis of change in organizations managing and leading people through organizational change is written for senior practitioners responsible for change programmes and postgraduate students of organizational change this updated edition demonstrates the importance of understanding the impact of developing technologies including ai as well as how best to implement sustainability and inclusion in the workplace with new material on individual wellbeing and the impact of hybrid working this book sets out frameworks practical approaches and

recommendations for communicating with and leading individuals teams and organizations through change full of exercises interviews and real world examples from across the globe this book is an essential resource for leaders and students enabling them to achieve sustainable benefits of change at work

a core textbook for all modules in change management john hayes examines and applies all of the key theories on change to organisational settings diagnostic tools and immersive learning exercises enable students to identify change and experience various outcomes based on real world scenarios the unique experiential learning exercises allow students to reflect on their own experiences of change hayes strikes a balance between theory and practice by examining the key theories on change and applying those theories to organisational settings to demonstrate how organisations can develop practical tools to help implement change key features blend of theory and practice breadth of coverage experiential learning exercises allow students to play the role of a consultant and diagnose a need for change case studies diagnostic tools to help students grasp the practical techniques accessible especially for those with no prior knowledge of change management theory a comprehensive companion website new for the 3rd edition 2 colour design 5 new chapters covering the latest developments new thinking assignments 12 new cases from a range of countries including denmark the netherlands india china usa germany and from a range of sectors ngos not for profit large and small companies multi national organisations public and private sector new chapter on sustainability addresses how to make change stick and how to spread good practice through the organisation increased depth improved signposting and cross referencing helps link the material together making it easier for students to see how everything fits together companion website palgrave com business hayes3

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