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moving them beyond "one-best way" approaches and providing them with access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change.

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### Organizational Change: A Multiple ...

□ Organizational change is a complex process that deserves careful attention □

While change processes can benefit from thoughtful management, the large range of the factors that influence outcomes means that desired outcomes are

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not guaranteed □

Reflecting on the experience of change as it has occurred in different organizations provides insight into the factors that can be involved and the variety of outcomes that can occur

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provides a variety of

solid techniques to

help people deal with

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and get through those changes. I've run my own web-based company for over ten years now, and I have definitely seen the pace of change ramp up to almost insane levels.

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9780077470357:

Length: 464 pages :

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awareness of the issues involved in managing change, moving them beyond "one-best way" approaches and providing them with access to multiple perspectives that they can draw upon in order to enhance their success in producing organizational change.



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