

Graeme Salaman and David Asch

Strategy and Capability

Sustaining Organizational Change



Strategy And Capability Sustaining Organizational Change

Ralf Müller, Nathalie Drouin, Shankar Sankaran



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Strategy and Capability Graeme Salaman, David Asch, 2003-05-07 This book helps managers and students of management to make sense of the competing advice on how to change organisations in order to improve their effectiveness. Helps managers to understand how their organisations' performance could be improved. Presents an overview of the advice on organisational improvement facing managers. Classifies and evaluates various different approaches. Highlights the relationships between strategy and capability.

Sustaining Change in Organizations Julie Hodges, Roger Gill, 2014-12-01 Indispensable to understanding change, this unique text provides a comprehensive examination of how change can be sustained within organizations today. Featuring critical insights into theoretical concepts and current international examples, the book provides an accessible way for students to enhance their understanding and develop the crucial skills needed to be successful when managing and leading change in organisations. Key Features: Synthesizes what is known about change in organizations and then provides practical ways of sustaining it. Contains an international range of case studies and interviews which link theory to practice throughout. Explores key contemporary topics such as power, politics, ethics and sustainability for an enhanced understanding of current debates and issues. Activities, discussion questions and further reading in each chapter test your understanding of the key concepts and reinforce your learning. End of book Glossary defines key terms for those new to studying change. Comes with access to additional resources for students and lecturers including relevant SAGE journal articles to encourage wider reading.

Working with External Quality Standards and Awards Angela Mulvie, 2018-09-13 This book looks at how and where human resources (HR) meets quality management and the implications of this. Most organizations, whatever their size or sector, struggle with demonstrating the value of continuous improvement (CI) and/or HR initiatives at a time when economic conditions are challenging in the global marketplace. Both within the UK and internationally, organizations will use continuous improvement and business excellence (BE) as a means of not only improving performance internally but also to secure external recognition of their management practices, including people management, and therefore increase their competitiveness in their market. This text explores the potential overlaps between the two fields by considering how to address the development and implementation of a strategy to integrate CI, BE and human resource management. Practical and applied, this text provides a brief overview of the concepts of CI and BE, an analysis of the strategic factors impacting on an organization's decision making around adopting a CI/BE approach and the impact this may have on people management and development practices, a review of some major external CI/BE accreditations and awards and their value and how they might be used, an analysis of the possible problems and outcomes which could be achieved by adopting such a CI/BE strategy and integrating it with people management and development activities. This book is ideal for any professional HR or performance improvement practitioner who wants to understand how a CI/BE approach could benefit their organization as well as postgraduate students of HR or quality management.

Integrated Operations in the Oil and

Gas Industry: Sustainability and Capability Development Rosendahl, Tom, 2012-08-31 The predicted ICT revolution has gained increasing attention in the oil industry the last few years It is enabled by the use of ubiquitous real time data collaborative techniques and multiple expertises across disciplines organizations and geographical locations Integrated Operations in the Oil and Gas Industry Sustainability and Capability Development covers the capability approach to integrated operations that documents research and development in the oil industry By capability we refer to the combined capacity and ability to plan and execute in accordance with business objectives through a designed combination of human skills work processes organizational change and technology This book will serve as a knowledge base for those who are interested in learning about and those involved in Integrated Operations in the Oil and Gas Industry Becoming a Sustainable Organization Kristina Kohl, 2016-04-21 Organizations find that a performance gap exists between sustainability vision and benefits realization Effecting transformational change requires incorporating sustainability into organization s culture including policies processes and people Although they are often overlooked project management professionals and HR professionals are valuable **Reviving Businesses With New Organizational Change Management Strategies** Geada, Nuno, Anunciação, Pedro, 2021-06-25 With the gradual resumption of economic activity most businesses are facing a range of challenges associated with implementing measures to protect the health and safety of their employees Some employers had to put certain business activities on hold and even start new ones in order to keep their organizations operating efficiently The global COVID 19 pandemic plus digital transformation and the pressure of Industry 4 0 have challenged companies to manage their organizations in newfound ways In the short term they are facing enormous changes to their business plans in the long term they must adapt and continue to progress on their original goals *Reviving Businesses With New Organizational Change Management Strategies* is a crucial reference book that analyzes the sensitivity of organizations to change management based on methodologies and tools to control impacts to understand how employees will be impacted in their environment and to learn how technology will help both the industry and professionals This book also explores types of frameworks that are built for communication and business continuity the importance of collaborative and interactive relationships for change management and emotional factors and issues for change management Covering topics including change management models cybersecurity Health 4 0 privacy and security and information systems management this text is essential for managers executives human resources managers academicians students and researchers looking for successful business strategies that are leading to increased efficiency performance and growth *Water for a Changing World - Developing Local Knowledge and Capacity* Guy Alaerts, Nicolas Dickinson, 2008-12-10 This collection of papers represents the outcomes of the International Symposium held in Delft The Netherlands on June 13 15 2007 at the occasion of the 50th anniversary of the UNESCO IHE Institute for Water Education The papers discuss how to contribute to the sustainability of effective international development and water management with a diges *Organizational Project*

Management Ralf Müller, Nathalie Drouin, Shankar Sankaran, 2019 This concise text introduces an integrated view of all project management related activities in an organization called Organizational Project Management OPM Practical cases from several organizations as well as popular theories such as the Resource Based Theory and Institutional Theory provide for an insightful yet realistic understanding of OPM as an integrative tool for organizations to improve their efficiency and effectiveness

Learning by Design A. B. (Rami) Shani, Peter Docherty, 2009-02-09 This book advances a design based approach for the investigation and creation of sustainable organizations The learning by design framework is utilized to examine learning in six successful companies in different industries and national settings and provides a roadmap for improving systematic learning in organizations Investigates learning by design in successful companies Focuses on the choices organizations make about the design of learning mechanisms Built around six detailed case studies taken from different industries and national settings Provides a framework for improving the conditions for systematic and sustainable learning in organizations Offers a clear process model for action and change

Competing for a Sustainable World

Sanjay Sharma, 2017-10-03 Sustainable innovation requires more than a clear vision and commitment It requires effective execution and implementation based on an ongoing systematic process of engaging stakeholders to generate the evolving information critical for guiding decision making developing and implementing business logic for sustainable innovation overcoming decision making biases by managers creating an opportunity framework to spark creativity and developing effective organizational capabilities to build a sustainable innovation DNA within the organization Such a capacity provides an organization with the ability to anticipate and overcome internal and external barriers and achieve competitive advantage through sustainable innovation of products services and business models Based on original research current state of the knowledge and relevant examples this book comprehensively outlines and describes the process that managers can undertake to effectively and successfully implement a sustainability strategy that will help them attract and retain managerial talent increase operating legitimacy and reduce compliance costs boost stakeholder support reduce costs through increased efficiency quality reliability safety and responsiveness of existing operations foster radical innovations in processes products services and new markets and promote competitive imagination of future products services and business models

Encyclopedia of E-Business Development and Management in the Global Economy Lee, In, 2010-02-28 This research book is a repository for academicians researchers and industry practitioners to share and exchange their research ideas theories and practical experiences discuss challenges and opportunities and present tools and techniques in all aspects of e business development and management in the digital economy Provided by publisher

Project Management and Leadership Challenges, Volume IV M. Aslam Mirza, 2018-08-23 Learn how an Agile approach to project management

blends older traditional ideas and newer discoveries to create innovative products and services Agility in project management is the power to move quickly and easily and the ability to think fast and draw swift conclusions Essentially it is a

value driven approach that allows project managers to deliver high priority and high quality work on projects of a highly uncertain and complex nature This book provides an understanding of Lean project management methods that are effective for complex projects impacted by cost and resource limitations The author presents discussions on collaboration which is a mindset that needs to be developed with training along with creating an environment at the workplace conducive to high performance Collaboration is a soft skill that needs to be learned by every team member to create a collaborative culture Readers will learn how to create collaborative leadership aimed at engaging teams and groups outside formal control for trust and innovation and inspiring them toward common goals Consultancy in Public Services Adams, Robert,Tovey, Wade,2012-07-25 This book challenges the traditional view that the consultants are brought in as experts and instead examines ways of using consultancy to empower staff patients service users and members of the public Organizational Change for Corporate Sustainability Dexter Colboyd Dunphy,Andrew Griffiths,Suzanne Benn,2003 Using specific examples of incremental and transformational changes and outlining the long term corporate benefits of sustainability the book examines the changes required to achieve true sustainability *Leading the Sustainable Organization* Tim Galpin,J. Lee Whittington,Greg Bell,2012-03-15 This book is the first to combine the much talked about topics of leadership and sustainability and provides readers with a comprehensive overview and pragmatic approach to leading sustainable organizations Chapters include discussions case examples steps and useful tools centred on the components of the Leading the Sustainable Organization model This model provides managers with a pragmatic end to end framework for creating in the case of new entities or shifting in the case of existing firms their organizations workforces to a sustainability focus Leading the Sustainable Organization is the perfect tool for executives and managers in small medium and large companies and in all industries to assist with the difficult and confusing topic of leading sustainability efforts This book will be of great interest to students and academics who want to learn more about corporate sustainability **Sustainable Business Strategy** Andrew Grantham,2022-03-21 In the twenty first century there is no single prescription for business strategy development choice and implementation The challenges facing firms not for profit organizations and the public sector are significant and call for creativity inclusivity diversity and responsibility The looming and deepening crisis of climate change imperatives of the UN Sustainable Development Goals and global pandemics have exposed the risks associated with an exclusive market worldview and the indicators that drive it such as GDP stock market values return on investment executive remuneration etc Sustainable Business Strategy augments and challenges existing texts to offer a progressive challenging decolonized and plural business strategy curriculum Andrew Grantham presents existing business strategy theories tools and techniques introduces contemporary critiques and offers fresh thinking about the application of the models and outcomes The book takes the position that what we know about strategic analysis choice and implementation needs updating and revision while there remains a significant role for the market in a healthy sustainable and future oriented economy strategic

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Auditing Ecosystem and Strategic Accounting in the Digital Era Tamer Aksoy,Umit Hacioglu,2021-06-14 This book examines current topics and trends in strategic auditing accounting and finance in digital transformation both from a theoretical and practical perspective It covers areas such as internal control corporate governance enterprise risk management sustainability and competition The contributors of this volume emphasize how strategic approaches in this area help companies in achieving targets The contributions illustrate how by providing good governance reliable financial reporting and accountability businesses can win a competitive advantage It further discusses how new technological developments like artificial intelligence AI cybersystems network technologies financial mobility and smart applications will shape the future of accounting and auditing for firms

Operations Management Alison Bettley,David Mayle,Tarek Tantoush,2005-10-03 This reader is an outstanding piece of work It captures the essence of operations management by providing an interesting and sometimes provoking set of readings It also provides an excellent review of the topic Its approach to operations management is both topical and comprehensive The editors have done an outstanding job of including many of the significant recent developments in the area particularly in the technology and operations strategy areas Nigel Slack Professor of Operations Strategy Warwick University

Built to Change Edward E. Lawler, III,Christopher G. Worley,2011-02-17 In this groundbreaking book organizational effectiveness experts Edward Lawler and Christopher Worley show how organizations can be built to change so they can last and succeed in today s global economy Instead of striving to create a highly reliable Swiss watch that consistently produces the same behavior they argue organizations need to be designed in ways that stimulate and facilitate change Built to Change focuses on identifying practices and designs that organizations can adopt so that they are able to change As Lawler and Worley point out organizations that foster continuous change Are closely connected to their environments Reward experimentation Learn about new practices and technologies Commit to continuously improving performance Seek temporary competitive advantages

Customer Knowledge Management: People, Processes, and Technology Al-Shammari, Minwir,2009-03-31 This book introduces an integrated approach to analyzing and

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