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Boddy and Buchanan

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First, readiness for change is distinguished from

resistance to change. Readiness is described in terms

of the organizational members' beliefs, attitudes, and

intentions. Second, a model is offered that describes

the influence strategies as well as the importance of

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change agent credibility and interpersonal and social dynamics in the readiness creation process.

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## Creating Readiness for Organizational Change - SAGE Journals

The results suggest that readiness for change is a multidimensional construct influenced by beliefs among employees that (a) they are capable of implementing a proposed change (i.e., change-specific efficacy), (b) the proposed change is appropriate for the organization (i.e., appropriateness), (c) the leaders are committed to the proposed change (i.e., management support), and (d) the proposed change is beneficial to organizational members (i.e., personal valence).

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## Readiness for Organizational Change: The ... - SAGE Journals

Abstract. Individual readiness for organizational change reflects the concept of unfreezing proposed by Lewin (1947/1997b) and is critical to successful change implementation. Understanding the conditions conducive to individual readiness for organizational change, instead of the more traditional focus on resistance to change, can be useful for designing and implementing effective human resource and organization development (HROD) interventions.

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## Individual Readiness for Organizational Change and Its

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Abstract. Employees' perception of their organization's

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readiness for large-scale change was examined in two divisions of a national sales organization transitioning to work teams. Results indicated that individual attitudes and preferences, work group and job attitudes, and contextual variables were all important in understanding readiness for change.

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Readiness For Organizational Change Sage Pub Where To Download Readiness For Organizational Change Sage Pub organizational staff relationships would contribute to readiness for change scores. Readiness for change research suggests that staff perceptions regarding the risks of re-engineering should also influence readiness for organizational change (Prochaska et al., 1994).

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The people in organisations can be either the key to achieving effective change, or the biggest obstacles to success. Originality/value Highlights how managers attempting to achieve organisational change will be well served by paying attention to the need to create readiness for change – this at both the individual employee and whole of organisation level – and the ways in which this may be achieved.

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Achieving readiness for organisational change | Emerald ...

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## Readiness For Organizational Change Sage Pub

This article assesses how organizational readiness for change has been defined and measured in health services research and other fields. Analysis of 106 peer-reviewed articles reveals conceptual ambiguities and disagreements in current thinking and writing about organizational readiness for change.

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## Review: Conceptualization and Measurement ... - SAGE Journals

In today ' s world, organizational resilience, adaptability and agility gain new prominence. Awaken, mobilize, accelerate, and institutionalize change with *Organizational Change: An Action-Oriented Toolkit*. Bridging theory with practice, this new edition uses models, examples, and exercises to help students engage others in the change process.

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articles per chapter have been provided open access, all other links require journal subscription access which may be available through your university. Armenakis, A., Harris, S. and Mossholder, K. (1993) 'Creating readiness for organizational change', *Human Relations*, 46(6): 681 – 703.

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Online Resources - SAGE Publications Inc

A fresh approach to managing organizational change by looking at it as complex, dynamic and messy as opposed to a series of neat, linear stages and processes leading to success.

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Managing Change, Creativity and Innovation | SAGE ...

KEY WORDS: Individual readiness, group readiness, organizational readiness, organizational change, multilevel readiness to change. Introduction.

Organizational change is considered an integral part of organizational life. However, there is evidence that up to 70% of all major change initiatives fail (Cartwright & Schoenberg, 2006; Washington & Hacker, 2005). A number of authors have observed that recipients' reactions to change play a key role in its potential success (Bartunek, Rousseau ...

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Multilevel Readiness to Organizational Change - USA Elite ...

Needs analysis and readiness for change analysis are two distinct facets of the needs assessment life cycle stage described in Chapter 3. Needs analysis involves

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the following: Identifying the most pressing business and organizational goals (using methods described in Chapter 2)

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## SAGE Books - Managing Technological Change: A Strategic ...

As an organization-level construct, readiness for change refers to organizational members' shared resolve to implement a change (change commitment) and shared belief in their collective capability to do so (change efficacy). Organizational readiness for change varies as a function of how much organizational members value the change and how favorably they appraise three key determinants of implementation capability: task demands, resource availability, and situational factors.

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## A theory of organizational readiness for change ...

Who and what: In current research on change readiness, as well as in consulting advice, there tend to be two primary points of view: 1) readiness is measured by the organization's financial, material, human and informational resources that can be applied to the change, and 2) readiness is determined by the psychological willingness of affected people to cooperate in bringing the change to fruition. These points of view are not commonly brought together.

Awaken, mobilize, accelerate, and institutionalize



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change. With a rapidly changing environment, aggressive competition, and ever-increasing customer demands, organizations must understand how to effectively adapt to challenges and find opportunities to successfully implement change. Bridging current theory with practical applications, *Organizational Change: An Action-Oriented Toolkit, Third Edition* combines conceptual models with concrete examples and useful exercises to dramatically improve the knowledge, skills, and abilities of students in creating effective change. Students will learn to identify needs, communicate a powerful vision, and engage others in the process. This unique toolkit by Tupper Cawsey, Gene Deszca, and Cynthia Ingols will provide readers with practical insights and tools to implement, measure, and monitor sustainable change initiatives to guide organizations to desired outcomes.

As the use of remote work has recently skyrocketed, digital transformation within the workplace has gone under a microscope, and it has become abundantly clear that the incorporation of new technologies in the workplace is the future of business. These technologies keep businesses up to date with their capabilities to perform remote work and make processes more efficient and effective than ever before. In understanding digital transformation in the workplace there needs to be advanced research on technology, organizational change, and the impacts of remote work on the business, the employees, and day-to-day work practices. This advancement to a digital work culture and remote work is rapidly undergoing major advancements, and research is needed to keep up with both the positives and negatives to this transformation.

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The Research Anthology on Digital Transformation, Organizational Change, and the Impact of Remote Work contains hand-selected, previously published research that explores the impacts of remote work on business workplaces while also focusing on digital transformation for improving the efficiency of work. While highlighting work technologies, digital practices, business management, organizational change, and the effects of remote work on employees, this book is an all-encompassing research work intended for managers, business owners, IT specialists, executives, practitioners, stakeholders, researchers, academicians, and students interested in how digital transformation and remote work is affecting workplaces.

Provides a comprehensive overview of organizational change theories and practices developed by both European and US change theorists.

A successful administrator is one who applies suitable or appropriate leadership styles in various situations or contexts. It is crucial to investigate how effective administrators lead their organizations in challenging and difficult times, as well as promote the accomplishments of their organization. Predictive Models for School Leadership and Practices is an essential reference source that discusses academic administration as well as administrative effectiveness in achieving organizational goals. Featuring research on topics such as teacher collaboration, school crisis management, and ITC integration, this book is ideally designed for principals, researchers, academics, educational policymakers, and teachers seeking coverage on academic leadership and leadership

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models.

Management of technology (MOT) is a field of study dedicated to the planning and ongoing assessment of technology in organizations, incorporating the innovation, development, and engineering processes into one discipline. *Managing Technological Change: A Strategic Partnership Approach* fills a critical void by presenting an integrative, strategic, and participative approach to technology management from a multi-industry perspective.

*Organizational Change in the Human Services* looks at the context of organizational change, describes how individuals and systems change, and pinpoints keys to successful change. Author Rebecca Proehl then presents a proven model of organizational change, built on lessons learned from both the public and private sectors, but tailored for human service organizations.

The first book to bring together both leadership and change theories, concepts, and processes, *Leading Change in Multiple Contexts* uses a consistent framework and the latest research to help readers understand and apply the concepts and practices of leading change. **Key Features** Brings together leadership and change concepts and practices in five distinct contexts—organizational, community, political, social change, and global Draws from a wide range of classic and recent scholarship from multiple disciplines Includes the perspectives of change and leadership experts Offers real-life vignettes that provide examples of leading change in every context Provides readers with application and reflection exercises that allow

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them to apply leadership and change concepts to their experiences. *Leading Change in Multiple Contexts* is designed for undergraduate and graduate courses in Change Management, Leadership, Organizational Behavior, Organizational Development, and Leadership and Change offered in departments of business, education, communication, and public administration, as well as programs focusing on leadership, public policy, community activism, and social change.

This bestselling text brings a fresh and unique approach to managing organizational change, taking the view that change, creativity and innovation are interconnected. It offers a strong theoretical understanding of change, creativity and innovation along with practical guidance and ideas for organizational change and development. The fourth edition comes with: lots of brand-new case studies and examples from around the world, extra content on innovation and technology, extended discussion and an additional chapter on the people aspects of change that includes culture, sensemaking and temporality. Written in an engaging and accessible style, this book is essential for those studying organizational change management or creativity and innovation.

'Many books on management are sanitized, cleanly technical accounts of the unreality of managerial life and work. Politics hardly feature. This book tells it like it is: it dishes the dirt, gets low-down, into the funky and fascinating politics of organizational life' - Stewart Clegg, Aston Business School and University of Technology, Sydney. Combining a practical and theoretical guide to the politics of organizational

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change, this book provides an exceptional resource to students of change management, and organizational behaviour. Buchanan and Badham show how the change agent who is not politically skilled will fail, and that it is necessary to be able and willing to intervene in the political processes of the organization. This revised edition includes a range of excellent new material and features, including: - a new chapter on gender in approaches to organization politics - a full range of teaching materials including case studies, incident reports, self-assessments, and more - Each chapter recommends a feature film (or DVD) to illustrate aspects of organization politics - fresh research evidence - recent literature on the nature of entrepreneurial politics; - a model of political expertise, and how that can be developed This lively and engaging book is key to MBA and other Masters degree candidates taking courses in change management, and organizational behaviour. It will also be valuable for practising managers on tailored executive programmes in organization politics.

Organizations are constantly evolving, and intelligent leadership is needed during times of transformation. Change leaders must help people become aware of, understand and find meaning in the new things which arise — they must oversee a sensemaking process. Addressing this need, *Effective Organizational Change* explores the importance of leadership for organizational change based on sensemaking. Combining a theoretical overview, models and conceptual discussions rich with in-depth examples and case studies, this book uncovers what it is that leaders actually do when they lead change through sensemaking. It presents the most

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current sensemaking research, extends earlier work by developing the concept of 'landscaping', and provides guidelines on how leaders can drive sensemaking processes in practice. This book is for undergraduate, postgraduate and MBA students of organizational change, as well as managers embarking on change projects within their organizations.

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