

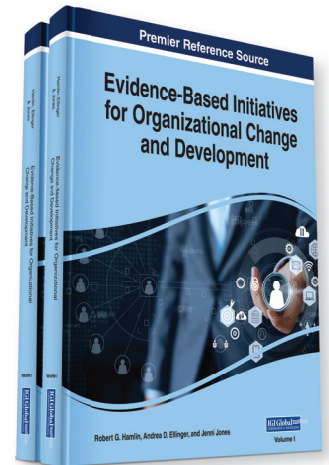
Evidence-Based Initiatives for Organizational Change and Development (2 Vols.)

Part of the Advances in Business Strategy and Competitive Advantage Book Series

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Description:

Without change, there can be no progress. To influence change effectively, those responsible for facilitating change, including organizational leaders, line managers, and internal/external change agents must become more adept at dealing with a variety of change situations that may require a number of solutions.

Evidence-Based Initiatives for Organizational Change and Development discusses what helps or hinders organizational change and development (OCD)-related change agency practice. The main aim of the book is to assist readers to more fully appreciate the complexities and problems of bringing about effective and beneficial OCD and the merits of adopting evidence-based practice (EBP) approaches. A further aim is to demonstrate the 'reality' versus the 'rhetoric' of evidence-based organizational change and development (EBOCD) across a wide range of 'Anglo' and 'non-Anglo' countries around the globe. The book provides practical insights and lessons on EBOCD based on the theoretical and philosophical perspectives and critical reflections on change agency practice of its 86 contributing authors.

This book features research on topics such as human resource development, organizational behaviour, organizational change and development, and change management consultancy. It is designed ideally for organizational change leaders, line managers, HRD and OD professional practitioners, OD/management consultants, executive coaches and mentors together with business academics and students seeking coverage on the implementation of OCD intervention strategies using evidence-based approaches, whether at the team, departmental or organization level, or across sectoral, national or cultural boundaries.

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Topics Covered:

- Action Research, Action Learning & Appreciative Inquiry, Design Science, and Replication Research Generating OCD-related 'Best Evidence'
- Coaching and Mentoring
- Change Management
- Evidence-Based Organizational Change and Development (EBOCD)
- Human Resource Development
- Management Consultancy
- Organization Development
- Organizational Behavior
- Organizational Dynamics
- Resistance to Change
- Strategic Leadership

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