

Large-Scale  
Organizational

# CHANGE

AN EXECUTIVE'S GUIDE

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Christopher Laszlo  
Jean-François Langelet

# Large Scale Organizational Change An Executives Guide

**David A. Buchanan, James McCalman**



## **Large Scale Organizational Change An Executives Guide:**

**Large-Scale Organizational Change** Christopher Laszlo, Jean Francois Laugel, 2012-05-31 Large Scale Organizational Change provides the principles by which large scale organizations reinvent themselves not once but on an ongoing basis Continual reinvention allows leading companies to learn adapt and innovate faster than competitors in complex and fast changing environments These action principles are based on first hand experience at the world s leading Fortune 500 companies using emergent models of living systems The context for large scale organizations is one of information overload complexity and constant change This book reduces the sense of vulnerability felt by managers It provides a guide to piloting change in ways that lead to constant renewal and a capacity to survive frequent and often brutal changes in the operating environment It describes a leadership concerned with the capacity to learn inflection points emergent strategies knowledge management the ability to anticipate and tapping into the distributed intelligence resident in the organization Large Scale Organizational Change provides managers with a framework for making their organizations highly adaptive in the complex market systems in which they operate thereby reducing or eliminating the need for periodic episodes of traumatic restructuring and sometimes fatal reengineering processes

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*Sustainable Value* Chris Laszlo, Patrick Cescou, 2017-09-08 A small but influential group of mainstream global industry leaders are now reinventing the role of business in society They are shifting the focus away from minimizing negative impacts to offering new solutions to global problems that the public sector has been unable to tackle alone In this new competitive environment societal challenges such as climate change or the alleviation of global poverty are not only risks but huge business opportunities not only for niche players but for mainstream business These leaders are creating Sustainable Value They are creating it through the provision of value to both their shareholders and their stakeholders an ever growing list of diverse constituents impacted by the social environmental and financial performance of global business In short they are doing well by doing good In this outstanding book Chris Laszlo defines illustrates and shows how business can action Sustainable Value in three profoundly different ways First a management fable looks at the experiences of a dynamic business leader as she grapples with the new business realities of managing stakeholder as well as shareholder pressures Second with the real thing inside stories from some of the largest corporations in the world that are successfully integrating sustainability into their core activities not only from a sense of moral correctness but because it makes good business sense And finally with frameworks tools and methods that will make sustainable value creation concrete for business practitioners everywhere This book is a masterful synthesis part novel and part executive briefing a refreshing kind of prophetic pragmatism helping leaders anticipate and see the future in the context of the actual In *Sustainable Value* Chris Laszlo speaks with resounding clarity to the living challenges the real dilemmas and haunting questions of CEOs everywhere

*Knowledge Horizons* Charles Despres, Daniele Chauvel, 2012-05-23 *Knowledge Horizons* charts the feasible future for knowledge management This practical and provocative resource presents the work of many of the leading voices in knowledge management and related disciplines who explore the current trends and offer pragmatic and authoritative thinking on applied knowledge management from a variety of positions Knowledge management is the new frontier for businesses organizations and institutions of all kinds For those that hope to conquer this new territory establishing a better understanding of current and future knowledge management trends and adoption of the most effective practices is imperative There are numerous options for executives intranets extranets groupware and core competencies are continually being

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Anne Mosley, Wyoma vanDuinkerken, 2011-04-04 Peppered with short narratives that use real life examples of change principles this book helps managers reassure their staff that change can be an opportunity for reflection and personal growth

Dream! Create! Sustain! Francis M. Duffy, 2010-08-16 Dream Create Sustain is written for courageous passionate and visionary change leaders working in school systems throughout the world It provides those change leaders with essential concepts principles strategies and tactics for how to create and sustain whole system change in their school systems The information provided by Duffy is based on years of research on and real world experience with systemic change learning organizations systems thinking and organization wide change This book includes a description of a transformational change methodology and set of tools specifically designed to create and sustain whole system change **Unleashing Intellectual**

**Capital** Charles Kalev Ehin, 2012-05-31 Demonstrates clearly what ails most knowledge based organizations today the gap between unchanging human nature and management systems Illustrates how the latest research in a variety of fields can redefine management Provides the most comprehensive framework to date for generating capturing and leveraging intellectual capital based on a thorough understanding of human nature The Oxford Handbook of Management Adrian

Wilkinson, Steven J. Armstrong, Michael Lounsbury, 2017 Management the pursuit of objectives through the organization and co ordination of people has been and is a core feature and function of modern society Some classic forms of corporate and bureaucratic management may be seen as the prevalent form of organization and organizing in the 20th century but in the post Fordist global knowledge driven contemporary world we are seeing different patterns principles and styles of management as old models are questioned The functions ideologies practices and theories of management have changed over time as recorded by many scholars and may vary according to different models of organization and between different cultures and societies Whilst the administrative corporate or factory manager may be a figure on the wane management as an ethos organizing principle culture and field of academic teaching and research has increased dramatically in the last half century and spread throughout the world The purpose of this Handbook is to analyse and explore the evolution of management the core functions and how they may have changed its position in the culture zeitgeist of modern society the institutions and ideologies that support it and likely challenges and changes in the future This book looks at what management is and how this may change over time It provides an overview of management its history development context changing function in organization and society key elements and functions and contemporary and future challenges High

Performance Work Systems David A. Buchanan, James McCalman, 2018-04-17 Originally published in 1989 Management styles in developed western countries are undergoing a crisis phase Increased levels of international competition and volatile trading conditions are creating new demands of job skills and responsibilities The management challenge is to find work organization and employment strategies that sustain and develop employee performance and commitment This book analyses the high performance work systems that a number of American and European companies have evolved to meet this challenge

It particular it describes in detail the experiences of Digital Equipment Corporation DEC at their UK manufacturing plant This study not only illustrates the benefits of new forms of work organization it also explores some important myths notably that technical and organizational changes can produce effortless excellence It also provides practical management guidelines for the effective application of high performance work design The Routledge Handbook of Organizational Leadership Communication Guowei Jian,Gail T. Fairhurst,2025-04-30 This handbook captures a rapidly developing body of scholarship to map out the terrain of leadership communication and stimulate interdisciplinary dialogue among leadership communication scholars for future research The Routledge Handbook of Organizational Leadership Communication surveys various areas of leadership communication critically assesses their development and proposes guidance for future research It begins by addressing prominent theories or emerging theoretical perspectives that help conceptualize leadership communication ranging from collective leadership approaches and critical perspectives to theories of practice and communicative constitution of organization The second section focuses on reviewing the latest research on leadership communication in various organizational contexts such as work teams hybrid and virtual work contexts and interorganizational collaboration Informed by diverse theoretical perspectives chapters in the final section examine the practice of leadership communication in dealing with both common and novel organizing challenges and processes for example the formation and execution of organizational vision and strategies the use of emerging media technologies and organizational decision making The handbook will be an indispensable resource for researchers and advanced students in leadership communication and leadership studies and practicing managers and consultants in leadership and communication training and development

**The Power of Collaborative Leadership** Bert Frydman,Iva Wilson,JoAnne Wyer,2000 This volume seeks to help business leaders to realize the promise of organizational learning by sharing lessons insights and best practices It aims to make organizational principles and concepts more concrete by grounding them in the practical experiences of two major companies **Embedded Sustainability** Chris Laszlo,Nadya Zhexembayeva,2017-09-08 Companies know how to meet the demands of shareholder value years of managerial excellence testify to this achievement Many also know how to create stakeholder value through traditional approaches such as CSR and philanthropy which predictably lead to trade offs and added costs What remains elusive is discovering is how to meet both shareholder and stakeholder requirements in the core business without mediocrity and without compromise creating value for the company that cannot be disentangled from the value it creates for society and the environment What if sustainability was embedded into the DNA of your organization How can you incorporate environmental health and social value into its very core Many companies despite their best intentions bolt on sustainability as an afterthought to their core strategies They trumpet green initiatives and social philanthropy which lie at the margins of the business with symbolic wins that inadvertently highlight the unsustainability of the rest of their activities Today s ecological and social pressures require a different business response one that existing strategy frameworks

fail adequately to address In *Embedded Sustainability* authors Chris Laszlo and Nadya Zhexembayeva explain and predict how companies can better leverage global challenges for enduring profit and sustained growth They introduce the marquis concept of embedded sustainability the incorporation of environmental health and social value into the heartbeat of the product life cycle with no trade off in price or quality no social or green premium This book helps readers to comprehend and implement the notion of embedded sustainability At its best embedded sustainability is invisible similar to quality In addition to delivering socially and environmentally conscious products for consumers it is capable of considerably motivating employees Most of all it enables smart companies to create even more value for both their shareholders and stakeholders



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