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Change the Culture, Change the Game Leading Culture Change in Global Organizations The Culture Trap Organizational Culture Change Changing Organizational Culture The Corporate Culture Survival Guide The Insider's Guide to Culture Change Leading Culture Change Gender, Culture and Organizational Change Changing Culture Strategies for Cultural Change High-velocity Culture Change The Secret of Culture Change Change Your Culture, Change Everything How to Create the Organizational Culture You Want Anchoring Cultural Change and Organizational Change Managing Change Across Corporate Cultures Leading Cultural Change Fast Cultural Change Change Your Space, Change Your Culture Changing Organizational Culture Essays on Culture Change The Culture Change Planner Why Your Corporate Culture Change Isn't Working - and what to Do about it Culture Change in Long-term Care Leadership and Change Management Culture Shift The Corporate Culture Survival Guide Leveraging the Impact of Culture and Climate Organizational Culture in Action Fast Cultural Change Strategies for Cultural Change Disrupting Corporate Culture Leadership and Cultural Change Cultural Change and Everyday Life Corporate Culture Theory of Culture Change CORPORATE CULTURE Corporate Culture Leadership and the Art of Change

Change the Culture, Change the Game

2011-01-04

a fully revised and updated installment from the bestselling author of the oz principle series two time new york times bestselling authors roger connors and tom smith show how leaders can achieve record breaking results by quickly and effectively shaping their organizational culture to capitalize on their greatest asset their people change the culture change the game joins their classic book the oz principle and their recent bestseller how did that happen to complete the most comprehensive series ever written on workplace accountability based on an earlier book journey to the emerald city this fully revised installment captures what the authors have learned while working with the hundreds of thousands of people on using organizational culture as a strategic advantage

Leading Culture Change in Global Organizations

2012-06-27

filled with case studies from firms such as gt automotive ge healthcare china vale dominos swiss re americas division and polar bank among others this book written by dan denison and his co authors combines twenty years of research and survey results to illustrate a critical set of cultural dynamics that firms need to manage in order to remain competitive each chapter uses a case as a means to illustrate an important aspect of culture change focusing on seven common culture change dilemmas including creating a strategic alignment keeping strategy simple and more

The Culture Trap

2020-03-20

edgar schein described primary and secondary mechanisms to embedding culture into any organization in his book organization culture and leadership 2004 but the primary mechanisms he described are all personal to the leader thus every time a new leader is introduced into a business the culture changes for that area department leader or the entire company ceo or executive secondary are the beliefs traits and vision of the organization that have been identified over the course of its existence this book sets out to change that while maintaining some flexibility and autonomy of leadership within the confines a clearly defined cultural road map the culture trap solves the three reasons culture efforts fail lack of commitment culture change never translates into performance and culture change lacks distinction flexibility a forbes article in 2017 outlined the three reasons culture efforts fail without any data to support the claims or practical ways to solve it well now there is using concepts from scheins work in organizational change as well as the globe studies from 2007 and 2014 from the mckenzie group and the london school of economics in this book jonathan shows how to define focus and change organizational culture in a way that others have not he defines the culture trap as the misconception that ceo s or executives can identify the shared basic assumptions of the entire organization and know how to change them that often leads to an unpleasant situation from which it is hard to escape it includes part of edgar schein s definition of organizational culture with webster s definition of a trap a perfect fit for the definition but a nightmare for the people that work for a company that attempts to change it too often and for unclear reasons using the six systems of organizational culture executives are able to define what their culture should be in the areas of people centered systems leadership ideology openness leaders to

employees and cross functional communication customer focusprocess centered systems organizational drive operational controls organizational effectivenessstanton provides an example of the entire process detailing how a company implemented the six systems of organizational culture the basic assumptions of the organization and its leaders six critical functions of a business the objectives of performance to achieve and the performance drivers standards and guard rails to monitor and measure it truly is an executive guide to organizational change that can and should be implemented for any company across the globe

Organizational Culture Change

2012-12-14

culture leadership and the ability to change determine organizational performance but 75 of organizational change programs fail being too conceptual organization wide and command and control like that s why change consultant marcella bremer developed this pragmatic approach to organizational culture change and leadership the starting point is the validated organizational culture assessment instrument based on the competing values framework by professors kim cameron and robert quinn next bremer shows how to engage people in ocai workshops or change circles in peer groups of 10 coworkers they develop a change plan for their teams that is also personal and focused on specific behaviors these change circles of 10 use the mechanism of copy coach and correct within groups to help organization members to implement the change and develop those behaviors that will make a difference this book is a pragmatic user s guide to organizational culture change learn the best practices from a change consultant and unleash your organization too

Changing Organizational Culture

2007-11-26

how do people react to significant organizational change do we see ourselves as helping change to come about or allowing change to happen around us how can we adapt more easily to change based around an illuminating extended case study this important text uncovers the reality of organizational change from planning and inception to project management and engagement this book explores the views and reactions of various stakeholders undergoing real life change processes drawing on theories of organizational culture it helps us to understand how organizations can promote change without alienating the people needed to implement it changing organizational culture represents an original and timely addition to the literature on organizational change it is vital reading for all students researchers and practitioners working in organizational theory and behaviour change management and hrm

The Corporate Culture Survival Guide

2019-07-30

effective sustainable cultural change requires evolution not disruption the corporate culture survival guide is the essential primer and practical guide every organization needs corporate culture pioneer edgar h schein breaks the concept of culture down into real terms delving into the behaviors values and shared assumptions that define it and explains why culture is the central factor in an organization s success or failure this new third edition is designed specifically for

practitioners needing to apply these practices in real world settings and has been updated with new coverage of globalization technology and managerial competencies you ll learn how to get past subconscious bias to assess whether or not your existing culture truly serves your organization and how to introduce change and manage the change process over time for a best case scenario outcome case studies illustrate successful change in real companies providing models and setting the bar for dismantling dysfunctional cultures corporate culture begins with the founder and evolves or not over time is your culture working for or against your organization how can it be optimized this book separates the truth from the nonsense to provide real world guidance on initiating and managing cultural change understand when to assess your culture and how to do it objectively learn how cultures evolve and change over time for better or worse discover the reality of multiculturalism amidst the rise of globalization evolve your culture to more effectively serve your organization each of us is a part of many cultures what you do where you live where you grew up what you enjoy how you live in the workplace many different people with many different cultures come together toward a common goal will these cultures clash or synergize the corporate culture survival guide shows you how to create an overarching corporate culture that gets everyone on the same page to drive your organization s success

The Insider's Guide to Culture Change

2020-02-11

culture transformation expert siobhan mchale defines culture simply it s how things work around here the secret to the success or failure of any business boils down to its culture from disengaged employees to underserved customers business failures invariably stem from a culture problem in the insider s guide to culture change acclaimed culture transformation expert and global executive siobhan mchale shares her proven four step process to demystifying culture transformation and starting down the path to positive change many leaders and managers struggle to get a handle on exactly what culture is and how pervasive its impact is throughout an organization some try to change the culture by publishing a statement of core values but soon find that no meaningful change happens others try to unify the culture around a set of shared goals that satisfy shareholders but find their efforts backfire as stressed employees throw their hands up because leadership just doesn t get it others implement expensive new it systems to try to bring about change only to find that employees find workarounds and soon go back to their old ways the insider s guide to culture change walks readers through mchale s four step process to culture transformation including how to understand what corporate culture really is and how it impacts every aspect of the way your organization operates analyze where your culture is broken or not adding maximum value unlock the power of reframing roles within your company to empower and engage your employees utilize proven methods and tools to break through deeply embedded patterns and change your company mind set keep the momentum going by consolidating gains and maintaining your foot on the change accelerator with the insider s guide to culture change watch your employees go from followers to change leaders who drive an agile culture that constantly outperforms

Leading Culture Change

2010-05-10

leading culture change what every ceo needs to know is a practical guide for top leaders who are faced with the challenge of shaping their culture to create long term sustainable value culture is changeable but only with ceo sponsorship and a methodical best practices approach author christopher s dawson draws on 25 years of experience as an organizational consultant in a variety of industries to delineate five critical success factors without which culture change is unlikely to occur he offers

practical tools and approaches to facilitate culture change in addition to an overall framework that acts as a yardstick for seasoned and new top leaders the book provides a red yellow green level of urgency tool for determining the degree of organizational effort required to address the gap between strategy and culture a roadmap for culture change and more after describing how to effect change the text describes frequent scenarios providing guidelines an in depth case example and lessons for top leaders finally the book outlines four essential leadership competencies dual horizon vision self awareness team leadership and source of inspiration based on the requirements for leaders of any transformation this book is an ideal guide for today and tomorrow s top leaders as well as a valuable supplement to management consultants and human resource executives professional training

Gender, Culture and Organizational Change

1995

this book is an original contribution to the increasing body of knowledge about gender and organizations it investigates and theorizes gender and culture and gender relations and gender based inequality in organizations how sexual and social relations between women and men relations based on sexuality and relations of power and control based on sex determine the cultures structures and practices of organizations and the experience of women and men in organizations the book is unusual in its focus on organizational culture and organizational change in putting theory into practice to bring about change in organizations and in using practice to inform and develop theory and its concern with strategy the use of theory to develop strategy to shape and direct practice and in turn the use of practice to craft strategy and to construct theory the book collects together a decade of experience of managing change and operationalizing theory in public sector organizations in britain during a period of major social political and economic transitions and analyzes what has been learned it also makes wider connections with women and trade unions in europe and management development for women in the developing countries of africa and asia

Changing Culture

1993

paul bate makes sense of a huge range of issues which must be considered in the struggle for change he has developed a framework that will help students researchers and practitioners alike to focus on a variety of conceptual and practical matters relating to business culture and cultural change strategies for cultural change represents one of the most ambitious attempts so far to provide a comprehensive approach to the design and implementation of a cultural change programme one of five books nominated for the management consultancies association best management book of the year prize 1994

Strategies for Cultural Change

2010-02-17

changing corporate culture is heavy duty stuff this isn t the sort of challenge you take on simply because it sounds good or because it s the in thing to do these days you do it because you have to in a deperate attempt to survive

High-velocity Culture Change

1993

find out how bold actions by visionary leaders can inspire powerful stories that drive culture change data indicates that most strategic efforts to change a company s culture fail so how do companies succeed in this endeavor a top strategy professor and two highly successful ceos found that in companies that had successfully changed their culture leaders had taken dramatic actions that embodied the new cultural values these actions inspired stories that became company legends repeated in every department and handed on to new employees through compiling and analyzing 150 stories from business leaders who have achieved change they identified 6 attributes that every successful culture change story has in common 1 the actions are authentic 2 they revolve around the ceo 3 they signal a clean break with the past and a clear path to the future 4 they appeal to employee heads and hearts 5 they re often theatrical or dramatic 6 they re told and re told throughout the organization with extensive and inspiring examples of stories containing these attributes the authors illustrate how readers can harness the power of stories within their company in order to change or create a winning culture to align with any strategy

The Secret of Culture Change

2023

why is it that the best strategic plans and good leadership often are not able to move organizations in the desired direction sam chand contends that toxic culture is to blame quite often leaders don t sense the toxicity but it poisons their relationships and derails their vision in this insightful and practical guide sam chand describes seven easily identifiable categories of organizational culture and directs readers toward identifying strengths and needs of their organization s culture and then applying practical strategies to make the culture more positive

Change Your Culture, Change Everything

2017-04-24

organizational culture determines the health and success of every organization and every person in those organizations therefore leading cultural change is an essential skill for any leader in business the church or the social sector how to create the organizational culture you want will walk you through how to identify the present state of your culture how to access its health and then how to influence it to be what you want it to be leaders can often miss the importance of culture or be intimidated by the size of apparent change required this book highlights the importance of cultural health whilst breaking down the process into achievable and successful steps enabling your leadership to affect change best selling author ralph mayhew offers straightforward practical advice to empower you to improve your culture lead your organization with excellence and get the most out of your people he writes from his experience and success at successfully leading cultural change in a number of organizations offering tested and true principles to help you do the same whether you are the ceo leader manager or a volunteer you can affect your culture and how to create the organizational culture you want enables you to start today

How to Create the Organizational Culture You Want

2016

this book describes the organizational processes and changes coupled with leadership changes over three distinct eras from 1995 2015 it illustrates the challenges the college faced and the actions taken to resolve issues and make changes the successes and the barriers encountered as the organization worked toward solutions to the many interrelated and confounding social and financial issues with which the college was facing are also described in the book john kotter s steps of organizational change and culture is the theoretical context in the analysis of data kotter stresses the point that in organizational change the culture must be anchored in order for change to take place successfully kotter understands culture as the organization s identity and the organization s attitude for change the concept of culture also includes how identity and change interrelate to one another unfortunately this anchoring of culture does not often happen in many organizations which leads to failure and the dying of organizations in general kotter s theory is typically used in for profit organizations whereas the all hallows study applies kotter s theory to a faith based and non profit organization although all hallows enjoyed 172 years of educational contributions the book will illustrate how legacy challenges sense of complacency lack of vision and mission identity at critical times of change failed to inculcate and anchor an organizational culture and identity for change

Anchoring Cultural Change and Organizational Change

2020-10-01

managing change across corporate cultures peels away the mysteries of corporate culture to reveal why it has such a powerful influence on every aspect of the performance of a business it shows how to shape high performing corporate cultures in a complex international environment as the natural successor to fons trompenaars and charles hampden turner s landmark bestseller riding the waves of culture managing change across corporate cultures shows exactly how to create an environment where astonishing business breakthroughs are possible you will also learn how to renew cultures as part of change and how to integrate cultures successfully following mergers acquisitions and joint ventures new research shows that in cross border business differences in corporate culture have more far reaching repercussions than even differences in national cultures never before has there been such enormous interest in shaping and changing the cultures of our businesses whether to revitalise them after restructuring or to provide the glue that holds them together through the sea changes of globalization

Managing Change Across Corporate Cultures

2004

with coverage of the major theories and concepts alongside diagnostic tools and a practical framework for implementation leading cultural change will help the reader analyse and diagnose their current organizational culture become aware of the key challenges and how to overcome them and learn how to adapt their leadership style ensuring they are fit to lead a cultural change programme taking in core topics such as change context language and dialogue as a key cultural process and the change team process it uses a longitudinal case study of cordia a public sector organization transitioning into an llp to enhance learning and understanding leading

cultural change is a unique text rooted in behavioural sciences which explores the topic as an organizational necessity to achieving sustained competitive advantage

Leading Cultural Change

2015-05-03

organizational change is still an issue of high importance for organizations yet many change initiatives fail these failures are often attributed to a lack of consideration of existing organizational culture this book explores ways to undertake cultural change within a shorter time span without losing sight of complexity and sustainability

Fast Cultural Change

2015-06-16

the fastest easiest way to shift culture toward engagement and productivity change your space change your culture is a guide to transforming business by rethinking the workplace written by a team of trail blazing leaders this book reveals the secrets of companies that discovered the power of culture and space this insightful guide reveals what companies lose by viewing office space as something to manage or minimize with practical tips and implementation details the book helps the reader see that the workspace is in fact a crucial driver of productivity and morale change your space change your culture was born out of recent studies that expose truly outrageous oh my god realities more than 70 percent of the workforce either hates their job or they are just going through the motions half of all office space is wasted those shattering facts exist because office space is generally regarded as overhead or sunk cost most buildings today clearly communicate the low priority placed on people friendly design poor workforce engagement is baked into the culture this book provides guidance on turning this around by rethinking and reshaping space to align with the way people work specifically this book moves from the high altitude view down to the details on how to discover the fastest easiest and most cost effective way to shift culture add square footage by using space more effectively boost employee engagement and vitality by the creative use of space learn how space can become a powerful productivity tool we all know that design space and flow have a powerful effect on the human psyche our homes museums sports arenas places of worship and even airport terminals reveal that environment can inspire dread or enthusiasm distraction or focus collaboration or isolation that s why the office must be designed to inspire the desired culture and workflow if it s not properly designed no program training or rules will be effective over time change your space change your culture is the practical guide to office space the foundation of an engaging culture

Change Your Space, Change Your Culture

2014-08-29

to alter an organization s culture change agents must first understand its attitudes beliefs and assumptions marc schabracq s innovative new book is based on a fresh way of thinking that deals with both the functional and structural features of cultures focusing on the greatest barrier to organizational change the attitudes and assumptions of people it offers three approaches that collectively assist the change process changing goals through the leader improving effectiveness through the members and enriching assumptions through group dialogue the scales checklists and exercises are available online a priceless resource for consultants and change

agents changing organizational culture is also valuable reading for senior managers and business students interested in the change process

Changing Organizational Culture

2009-09-28

in sixteen landmark essays anthony f c wallace illuminates the interconnections between cognition and culture and the formative social conditions of the modern world probing the psychological reality or realities of culture wallace offers incisive analyses of the cognitive foundations of kinship terms and the ability of cultures past and present to process complexity he also examines whether beavers have a culture and reveals how the mazeway of modern american culture equips and enables a routine drive to work in the volume s second section wallace interrogates the consequences of revolutionary changes in labor technology and society in the modern world a series of essays details the multifaceted pervasive impact of the industrial revolution on the coal mining communities of rockdale and saint clair pennsylvania he also considers the implications of the disaster prone coal mining industry for risky technological enterprises today such as nuclear power plants an in depth comparison between the administrative structures of a modern university and iroquois seneca leadership rounds out this volume

Essays on Culture Change

2003-01-01

michael ward has heard the same comments and seen the same reasons for success or failure in a wide variety of companies and reflects this experience in the fictitious case studies that form the core of this provocative book each follows the same pattern of short narrative discussion key points and concluding principles painfully realistic all managers will wince as they read scenarios that are all too familiar this is not a book of theory it is rooted in real experience which will significantly increase the chance of your change programme succeeding

The Culture Change Planner

1998-03

change in the culture of long term care and the care of our elders is urgently needed this insightful book lights the way this book will inform you about the theoretical and practical applications of culture change within the institutional long term care setting it examines existing models of positive cultures emphasizing philosophy underpinning and implementation you ll gain a greater understanding of theoretical frameworks for organizational change of the changes that can occur in all members of the long term care community and of culture change in the context of broad organizational experience and cultural competence from the editors this text provides a timely and comprehensive approach to understanding culture change from the perspective of management and business as well as policy and regulatory guidelines and the framework for aging services it will provide the reader with an understanding of the current state of the art in conceptualizing long term care environments that are resident centered and resident directed that respect the individuality of the staff and that are high performance entities the theory and practice of culture change are presented with an eye toward a future where aging people and their families will be both consumers and providers of long term care

the first section of culture change in long term care explores the cultural values existing in today s long term care environment that make us desirous of culture change the second section examines existing models and networks of culture change in long term care including the eden alternative wellspring and pioneer network section three brings you to the frontline with case studies from urban suburban and rural facilities facilities with and without unionized staff facilities from various geographic regions of the united states and facilities whose experience ranges from years to a decade processes challenges and qualitative quantitative findings are included section four provides international perspectives with practical advice from australia sweden and british columbia the final section of culture change in long term care explores the underlying question is change realistic this section explores the role of state government public policy and the regulatory environment in accomplishing culture change with culture change in long term care you ll get a theoretical perspective on culture and culture change as well as quality of life models and case studies that will help you learn if and how such a process is achievable in your institution make it a part of your professional collection today

Why Your Corporate Culture Change Isn't Working - and what to Do about it

1995

a leader s role in the management of change is a critical issue for successful outcomes of strategic initiatives globalization and economic instability have prompted an increase in organizational changes related to downsizing and restructuring in order to improve financial performance and organizational competitiveness researchers agree that a leader s inability to fully understand what is needed in order to guide their organization through successful change can be a reason for failure proper planning and management of change can reduce the likelihood of failure promote change effectiveness and increase employee engagement yet change in organizations must be viewed as a continuous activity that affects both organizational and individual outcomes if change management can be considered as an event induced by socio cultural factors the cultural variable gains greater significance when applied to the quality of the relationship between a leader and their team many organizations today are on the verge of internationalization it is here that the cultural context can affect behaviors and in the same way leadership style the research presented in this book by an eminent group of scholars explores the influence of culture ethnic regional religious on how leaders manage change within organizations

Culture Change in Long-term Care

2003

shortlisted for the 2020 business book awards nowadays stakeholder consideration focuses as much on an organization s culture as it does on the bottom line employees want to work for a company that has clear values and an engaging environment customers and clients want to know they re supporting a worthwhile brand and investors look to back socially responsible companies with good organizational health too often businesses see culture change as a project with a defined end point once the project is considered done the dominant culture re emerges and things go back to how they were culture shift guides organizations on how to do things differently ensuring that culture really does shift with minimal budget and no external consultants and putting culture permanently at the core of running the business founded on behavioural economics culture shift recognises that people do not always make average assumptions or follow rational logic changing a culture therefore is not about telling people what to do and expecting them to fall neatly in line it s about identifying where they are now and how they make decisions in order to help them form new habits to create a sustainable culture shift from the very top of the organization s workforce to the bottom using her extensive experience kirsty bashforth outlines exactly what it takes to oversee sustainable culture change in an organization the book explores how to communicate cultural

expectations to a number of stakeholders implement new lasting habits in the workforce effectively measure and track organizational culture as well as deal with pushback from senior leadership when as time passes the planned culture shift risks falling lower on their agenda

Leadership and Change Management

2017-03-16

corporate culture pioneer edgar h schein gets back to basics and delivers a dynamite primer on changing cultures packed with practical advice here schein separates the sense from the nonsense regarding culture change theory and practice and tells in plain terms how readers can assess their organization to determine if its current culture fits its people and products he then examines corporate culture on three levels behaviors values and shared assumptions and shows how each factors into change initiatives framed around the questions managers ask most often the book uses case studies to show what successful change looks like and to demonstrate how you can dismantle a dysfunctional culture a warren bennis book

Culture Shift

2019-07-25

together culture and climate can make or break your school improvement efforts authors todd whitaker and steve gruenert help educators understand how to leverage culture and climate to drive deep and lasting change learn how to assess current culture address climate issues combat challenges and work toward a collaborative school community dedicated to achieving high levels of learning for all rely on this book s effective school improvement strategies for creating a collaborative culture in schools understand the commonalities and differences between school climate and school culture identify the characteristics of specific types of classroom cultures for self assessment and improvement in creating a positive classroom climate learn how to assess the values and beliefs of educators at the classroom and school levels discover your school s capacity for culture change using a step by step process consider how the elements of climate and culture influence school effectiveness and school improvement efforts contents introduction how culture and climate can improve schools chapter 1 how to define school culture chapter 2 differences between culture and climate chapter 3 elements of climate chapter 4 classroom cultures chapter 5 the culture scorecard chapter 6 the capacity to change chapter 7 school culture assessment chapter 8 the necessity of culture change chapter 9 a closer look at values chapter 10 not the perfect culture the right culture epilogue references and resources index

The Corporate Culture Survival Guide

1999-08-10

this book is a practical guide to eoereadinge the culture of organizations and to understanding the implications of culture for organizational effectiveness beginning with an explanation of the theories of organizational culture the book provides guidance on collecting information leading students through qualitative research methods of observation interviewing and analyzing written texts students come away equipped to apply cultural insights to fostering diversity supporting

organizational change making leadership more dynamic understanding the link between ethics and culture and achieving personal growth

Leveraging the Impact of Culture and Climate

2021-10-08

organizational change is still an issue of high importance for organizations yet many change initiatives fail these failures are often attributed to a lack of consideration of existing organizational culture this book explores ways to undertake cultural change within a shorter time span without losing sight of complexity and sustainability

Organizational Culture in Action

2010-09-13

strategies for cultural change develops a conceptual framework for thinking about cultural change starting with a discussion of the vocabulary the concepts of cultural change the book moves on to the grammar the thinking structures and finally the oral practice the applications of cultural change in the organizational setting four main questions are addressed why change culture is planned cultural change possible what kind of cultural change is envisaged how does cultural change occur the book contains 14 chapters organized into two parts part one examines the different types of cultural change strategy in some depth developmental and transformational strategies are then brought together into a single conceptual framework for cultural change part two shifts from strategy to implementation from thinking frameworks to frameworks for action it begins by surveying current practice and examines the various often strikingly different ways in which people seek to effect cultural change in their organizations accounts are presented based both on the author s own first hand experiences of working with private and public sector companies on cultural change programs and on an extensive review of the available literature

Fast Cultural Change

2014-01-14

research in cognitive science over the last 30 years shows much of what we know about culture in the business world is based on myth wishful thinking outdated science or is just plain wrong this is why culture shaping and change programs in organizations often amount to little more than sloganeering with minimal impact on the lived experience of employees this book bridges the gap between the latest research on cognitive science and culture providing a valuable guide for change leaders ceos and practitioners on how to sustainably work with and change this important resource it answers many of the major questions that have plagued culture work such as why so many ceos and management consultants preach culture change when so few culture interventions actually succeed why ceos persist in believing culture starts at the top when virtually no research in anthropology supports that claim why most culture shaping approaches have no answer for how to affect culture in global companies why culture doesn t cause us to do anything yet we persist in believing that somehow it does why so many culture shaping projects focus on corporate values despite the fact modern science shows why changing personal values is exceedingly difficult what we are learning about culture from the last 30 years of cognitive science gives us the foundation for far more impactful and sustainable interventions than have been possible to date this book explains why

showing how everyday business practices well beyond hr are key to culture change why because the brain s synaptic plasticity can only be altered through new sustained and widespread organizational habits and routines this groundbreaking practical guide will show you finally how to realize the full power of culture as a transformational empowering and competitive resource

Strategies for Cultural Change

2013-10-22

contemporary confluences of leadership decision making and citizenship behavior often unintentionally contribute to the depletion of the world s resources escalating health education and social crises as well as community societal and cultural struggles to adapt to emerging global shifts leadership and management practices in this context affect the wellbeing of organizational members e g their safety health financial security etc but also entail positive or negative impacts on consumer practices and collective community well being e g education obesity cancer safe or green driving energy conservation diversity based health care etc decision making in most businesses and organizations is largely responsive to demands for short term profit or cost minimization on the consumer side both cultural values and the corporate marketing practices that sustain them encourage high levels of consumption necessary to sustain corporate practices in exploring the emerging applications of behavior science to these challenges this book showcases emerging work by internationally recognized scholars on leadership and cultural change the book will aid organizations and leaders in creating new models of stewardship and will open opportunities for innovation while adapting and responding to growing social upheaval technological advances and environmental concerns as well as crises in the global economy health education and environment this book was originally published as a special issue of the journal of organizational behavior management

Disrupting Corporate Culture

2020-08-17

it is generally accepted that the modern era has been a period of unprecedented cultural change but what is the nature of this change and how has it impacted on our day to day experience

Leadership and Cultural Change

2018-10-16

published in great britain and the rest of the world by profile books ltd t p verso

Cultural Change and Everyday Life

2002

Corporate Culture

2010-11-02

lee roy beech seeks to avoid pedantry gimmicks hero worship while addressing the complex issues involved in trying to lead an organization he does not offer any quick fixes but concentrates on practical strategies

Theory of Culture Change

1972

CORPORATE CULTURE

2018

Corporate Culture

2018-10-15

Leadership and the Art of Change

2006