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Barbara Davis

Transformational Leadership as a Necessary Style for Gender Parity in South African Organisations: a Perspective of Covid-19 Work Environment Maria Matshidiso Kanjere,2021-04-13 The book explores gender disparities in South African organisations in terms of gender pay gap and the number of women occupying leadership positions. This is done against the background of prevailing patriarchal culture which is entrenched in many organisations, and which is hard to manage. Nevertheless, Covid-19 responses across different countries has provided the world with the evidence that women are good managers and leaders. This is because women led countries responded better to Covid-19 pandemic as compared to many countries that are led by men. Furthermore, due to lockdowns instituted in many countries, people were forced to work from home. This dispelled the myths that prevented organisations from affording women flexible times to work from home. Hence, the necessity for transformation in organisations.

Making Organizational Change Stick Gabrielle O'Donovan,2017-12-06 Business needs change. And it needs it in ways, at a rate and on a scale that is unprecedented. Current success rates for organizational change projects are dismal and are likely to remain so until organizations reinvent their approach to project delivery, and learn how to integrate Change Management and Project Management successfully. In this ground-breaking and innovative book, Gabrielle O Donovan shows you how to design strategy, structures and processes to realize this integration and deliver sustainable and commercially powerful business change. She opens the book by providing the context, describing both the problem and the solution; how the disconnect between Project Management and Change Management feeds the 40–70 per cent failure rate and the laying of many a dud egg; and how cross-discipline integration efforts thus far have only addressed the tip of the iceberg, ignoring the subterranean cultural element that can divide or unite project teams. From there, she profiles Project Management and Change Management in turn and, crucially, the value and service propositions of these respective disciplines and the different theories, models and tools they employ. In the second half of the book she makes a 'Project and Change Partnership' (PCP) culture explicit and measurable, articulating those cultural assumptions that will support an effective alliance and that relate to those universal problems all organizations face regarding the macro environment, external adaptability and survival, and internal integration. From there, she describes how Project Managers and Change Managers can cooperate daily by dividing work packages and activities throughout the end-to-end project lifecycle. Project leaders who instill a PCP culture will benefit from the unique value that these interdependent disciplines bring to project delivery. It is they who will lay golden eggs and realize business benefits. Making Organizational Change Stick is written for project leaders, Change Managers, Project/Programme Managers, design thinkers, business architects and anyone concerned with business change.

Breakthrough IT Change Management Bennet P. Lientz,Kathryn P. Rea,2004 Using commonsense and practical advice tested in their work with hundreds of organizations, the authors walk the reader through clear guidelines and checklists to implement change that works.

Breaking the Cycle of Failed Change Management Jen Stanford,2016-11-01 Research has shown that 75 percent of major change initiatives fail. "Breaking the Cycle of Failed Change Management" helps you ensure that your change effort is one of the 25 percent that succeed. Find out why change management efforts fail, how to determine that your organization is change ready, and what you can do to involve everyone in the change initiative. This TD at Work offers tips and techniques for getting your staff ready for change, communicating clearly about the change, and making the work meaningful to the entire team. In this issue, you will find: · six steps for managing change · suggestions for improving listening skills · examples of successful change initiatives · a change readiness assessment · tips for implementing change.

Change Management Excellence H. James Harrington,2006

Project Manager's Spotlight on Change Management Claudia M. Baca,2010-09-17 Clear-Cut Ways to Manage Inevitable Project Changes If you're a typical project manager, you're probably aware of the importance of change management but may not have the time or expertise to develop a full-blown plan. Here's a quick and practical guide to applying the disciplines of proven change management practices without the rigor of complex processes. Part of the Project Manager's Spotlight series from Harbor Light Press, this straightforward book offers solutions to real-life project change scenarios. Author Claudia Baca highlights critical components of change control and equips you with tools, techniques, checklists, and templates you can put to use immediately. By following a realistic case study from start to finish, you'll see how a project manager deals with each concept. Ultimately, this book will help you establish effective guidelines for dealing with change and provide you the flexibility to minimize disruptions and derailments. Project Manager's Spotlight on Change Management teaches you how to: Define roles and responsibilities of the change management team Build a process flow one step at a time Design your own change management system Process exceptions and escalations Create the necessary documentation

The Hard and Soft Sides of Change Management Kathryn Zukof,2021-03-23 Change isn't going anywhere. Learn how to manage it. We live in a wild world of volatility, unpredictability, chaos, and ambiguity, with change seemingly as the only constant. Change can be difficult. It often induces resistance, panic, and fatigue. And, as you may expect or have experienced first-hand, many organizations aren't handling change all that well, with many efforts resulting in failure. What you may not realize, however, is that some workplace change initiatives are stunning successes, rolling out smoothly and more easily embraced. Why do some change initiatives fail while others succeed? How can organizations and employees handle change better? In The Hard and Soft Sides of Change Management, Kathryn Zukof offers practices and approaches to help you and your organization roll out, receive, and manage change effectively. Namely, Zukoff shows that you need to manage the process (or the "hard") side and the people (or the "soft") side of change and find the sweet spot between the two. She demonstrates that when you integrate both sides, you and your organization can make change less of a hit-or-miss affair. Successful change management means deploying sound project management techniques that increase the odds of achieving the outcomes of your change initiative. It also means helping employees understand the need and vision for change, so they feel less threatened by it and become excited and energized by what's ahead. To deliver best results, you need to: Define the change and how to get there—with project charters and plans. Involve the right people in the right ways—from dedicated change teams to affected stakeholders. Build support, understanding, and awareness—with communication, training, and resistance management plans. Assess progress and adjust along the way—through action reviews and steps to tackle thorny issues. Capturing the inherently messy nature of workplace change—from technology implementations, mergers and acquisitions, and business transformations to office relocations and more—this book offers tangible insights to help you and your organization tackle change challenges. Follow the book's tools and practices to lessen the messy and objectionable parts of change and actively give your change initiatives the best chance for positive outcomes.

Public Utilities Reports ,2002

The Effective Change Manager's Handbook Richard Smith,David King,Ranjit Sidhu,APMG,Dan Skelsey,2014-03-11 Define and practice change management more successfully with this official guide to the Change Management Body of Knowledge, complete with practical tools, underpinning theory and best practice.

Managing Change in Organizations Project Management Institute,2013 Project Management Institute Global Standard--Cover.

Successful Change Management in Health Care Annette Chowthi-Williams,Geraldine Davis,2022-03-03 Change is frequent in healthcare, yet change management is often far from perfect. This book considers the complexity of change within large organisations, explores existing models of change and emphasises the vital role of emotional and cognitive readiness in successful change management. Despite the plethora of organisational change management approaches used in healthcare, the success rate of change in organisations can be as low as 30 percent. New thinking about change management is required to improve success in service development, improvement and innovation. Arguing that emotional and cognitive readiness for change requires engagement with the people involved, and a thorough understanding of areas of friction and

potential challenge, this book also delves into the neglected issue of emotion, examining emotional labour and emotion and change. It investigates how human emotion can be incorporated into Change Management Models, alongside and intertwined with cognitive approaches, to support effective change. Using the NHS as a central case study, this book incorporates examples of actual change from a range of healthcare settings from acute to primary care, enabling readers to see how Change Management Models can be adapted and utilised in practice. This is an essential read for students, as future change leaders, and practitioners and managers leading and managing change in healthcare.

Implementing Service and Support Management Processes Carrie Higday-Kalmanowitz,2005-03-11 The purpose of this book is to provide practical process guide for technical support centres. It is based on the ITAL processes covered in 'Service Support' (ISBN 011330952X) and 'Service Delivery' (ISBN 0113309503) but also includes additional processes as well as a Balanced Scorecard Service Model. Processes covered in the book are: Financial and Operations Management; Knowledge Management; Configuration Management; Change Management; Release Management; Incident Management; Problem Management; Service Level Management; Capacity and Workforce Management; Availability Management; IT Service Continuity Management; and Customer Satisfaction Measurement.

Leading and Implementing Business Change Management David J. Jones,Ronald J. Recardo,2013 Being change capable is the new normal for today's growth-minded organizations. The do more with less strategies of the past are no longer effective in preparing organizations to meet the increasing challenges for growth, competitiveness and innovation required of them in this new era. Business change challenges including customer and market shifts, legal and regulatory requirements, strategic redirection, acquisitions, strategic partnerships, and cultural transformation are demanding that organizations effectively and efficiently manage change across multiple dimensions. To reach this level of change capability, organizations must adopt an integrated, balanced and customized approach to change management. Change management is addressed from the unique perspective of both its foundational concepts as well as practical application. Using an integrated, scalable and flexible framework, this book provides tools which can be readily customized and applied to initiatives across or within stages of the business change management lifecycle, from assessing the need for change, through planning the change initiative, designing a balanced change solution which integrates the people, process, and project management elements, through deploying and institutionalizing the change. Common risks associated with failed or stalled change initiatives are presented with best practices and key topics associated with change management are explored and illustrated through real-life case studies. Aimed at both the professionals within organizations and post graduate students and researchers within business strategy, organizational behaviour and change management disciplines, this book will provide a conceptual understanding of change management and a roadmap with a supporting toolbox for leading and implementing change that sticks.

Datamation ,1993

Mastering Organizational Change Management Barbara Davis,2017 This text provides a practical model for organizational change professionals, senior business analysts, project and program management leaders, and executives to follow in developing and executing any important change initiatives or major enterprise transformation efforts.

Software-Defined Data Infrastructure Essentials Greg Schulz,2017-06-14 Software-Defined Data Infrastructures Essentials provides fundamental coverage of physical, cloud, converged, and virtual server storage I/O networking technologies, trends, tools, techniques, and tradecraft skills. From webscale, software-defined, containers, database, key-value store, cloud, and enterprise to small or medium-size business, the book is filled with techniques, and tips to help develop or refine your server storage I/O hardware, software, and services skills. Whether you are new to data infrastructures or a seasoned pro, you will find this comprehensive reference indispensable for gaining as well as expanding experience with technologies, tools, techniques, and trends. We had a front row seat watching Greg present live in our education workshop seminar sessions for ITC professionals in the Netherlands material that is in this book. We recommend this amazing book to expand your converged and data infrastructure knowledge from beginners to industry veterans. —Gert and Frank Brouwer, Brouwer Storage Consultancy Software-Defined Data Infrastructures Essentials provides the foundational building blocks to improve your craft in serval areas including applications, clouds, legacy, and more. IT professionals, as well as sales professionals and support personnel, stand to gain a great deal by reading this book.—Mark McSherry, Oracle Regional Sales Manager Looking to expand your data infrastructure IQ? From CIOS to operations, sales to engineering, this book is a comprehensive reference, a must read for IT infrastructure professionals, beginners to seasoned experts.—Tom Becchetti, Advisory Systems Engineer Greg Schulz has provided a complete 'toolkit' for storage management along with the background and framework for the storage or data infrastructure professional or those aspiring to become one.—Greg Brunton, Experienced Storage and Data Management Professional

Change Management Garth Holloway,2014 This book is the result of Garth Holloway's twenty years of experience in the management consulting industry. In it, he shares many of the key lessons he has learned about spearheading change. While he addresses timeworn topics, his approach is refreshingly different to the mainstream. This highly readable collection of articles will cause even the most experienced practitioners to re-evaluate their ideas as Garth as encourages you to: Demand more. The last 20% is worth more than the first 80%. Carefully consider just whose problems you should be thinking about. Become creactive: where creative meets active. Learn how managing change and managing risk are practically synonymous. Use KPIs more effectively. If you're not going to manage it, don't bother to measure it. Deal effectively with the maliciously compliant, those dangerous employees who do exactly what they are told to do, neither more nor less. Organise for organizational learning. Realise that driving change in your organization means engaging the hearts and minds of the people first.

The Change Management Pocket Guide - Second Edition ,2013-05-01

The Change Management Pocket Guide Kate Nelson,Stacy Aaron,2011-11-24 The Change Management Pocket Guide is a fantastic resource for people who need to make change happen. This tactical, hands-on guide will lead you through the steps in the entire process from planning for a change through sustaining new ways in your organization. In the Pocket Guide, you'll find 27 valuable change management tools that can be easily customized for any organization. These tools are detailed, flexible, and scaleable. Many can be used throughout the project or with different audiences. (Soft cover)

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