Organization Design: Engaging with Change

By Naomi Stanford

Organization Design: Engaging with Change By Naomi Stanford

As the purse strings tighten company costs need to be cut without this affecting performance or sales. A common solution to this problem is to restructure the organization of the company i.e. adjust the lines and boxes on the organization chart with the aim of setting it up for high performance. This inevitably fails because an organization is a system; change one aspect and other facets will also change.

Organization Design: Engaging with change looks at how to (re) design the organizational system in order to increase productivity, performance and value; providing the knowledge and methodology to design an agile organization capable of handling the kind of continuous organizational change that all businesses face. The book clarifies why and how organizations need to be in a state of readiness to design or redesign and emphasizes that people as well as business processes must be part of design considerations. Responding to developments across the world since the first edition, this book covers, among other topics:

- Technology changes that have impacted upon organizations
- Increased demands for 'sustainability' and corporate social responsibility
- The pressure on organizations to be smarter, more efficient and more effective

Whilst the material on this subject targets a wide management audience, this book is specifically written for consultants, OD/HR practitioners and line managers working together to achieve the goal of organizational redesign for changing circumstances. Aided by a range of pedagogical features, this book is a must-read for students or practitioners involved in the field of organizational design, development and change.

Organization Design: Engaging with Change

By Naomi Stanford

Organization Design: Engaging with Change By Naomi Stanford

As the purse strings tighten company costs need to be cut without this affecting performance or sales. A common solution to this problem is to restructure the organization of the company i.e. adjust the lines and boxes on the organization chart with the aim of setting it up for high performance. This inevitably fails because an organization is a system; change one aspect and other facets will also change.

Organization Design: Engaging with change looks at how to (re) design the organizational system in order to increase productivity, performance and value; providing the knowledge and methodology to design an agile organization capable of handling the kind of continuous organizational change that all businesses face. The book clarifies why and how organizations need to be in a state of readiness to design or redesign and emphasizes that people as well as business processes must be part of design considerations. Responding to developments across the world since the first edition, this book covers, among other topics:

• Technology changes that have impacted upon organizations
• Increased demands for 'sustainability' and corporate social responsibility
• The pressure on organizations to be smarter, more efficient and more effective

Whilst the material on this subject targets a wide management audience, this book is specifically written for consultants, OD/HR practitioners and line managers working together to achieve the goal of organizational redesign for changing circumstances. Aided by a range of pedagogical features, this book is a must-read for students or practitioners involved in the field of organizational design, development and change.

Organization Design: Engaging with Change By Naomi Stanford Bibliography

• Sales Rank: #1131904 in Books
• Brand: imusti
• Published on: 2013-12-04
• Released on: 2013-11-15
• Original language: English
• Number of items: 1
• Dimensions: 9.21" h x .65" w x 6.14" l, .97 pounds
• Binding: Paperback
• 288 pages

⬇ **Download** Organization Design: Engaging with Change ...pdf

▤ **Read Online** Organization Design: Engaging with Change ...pdf

Download and Read Free Online Organization Design: Engaging with Change By Naomi Stanford

---

Editorial Review

Review

Naomi Stanford's latest edition of *Organization Design: Engaging with change* is a lively, engaging romp through the theories and process of positive change. Studded with current examples of companies that have challenged traditional business models, the book is topical and instantly applicable to the problems faced by contemporary organizations. As an architect who helps organizations to devise space strategies and designs for new workplaces, I was riveted by the similarities between redesigning the organization and redesigning the spaces in which it operates. This book should be essential reading for designers wishing to match their ideas to the mission and key metrics of companies. Highly recommended.

Professor Alexi Marmot, UCL University College London, and Director AMA Alexi Marmot Associates

Naomi Stanford is a true expert on Organization Design. She has written an outstandingly practical book based on her profound experience and deep insights in organization design. It you are looking for a book providing the tools and techniques to enable you to develop confidence and competence in organization design, this is the one that you are looking for.

Mark Jin, Executive Director, Human Resource Excellence Centre, Shanghai, China

This book is extremely timely given the acceleration of change we are experiencing in our organizations, our lives, the workplace and the influence of things such as technology, social media, sustainability, cloud computing and economic uncertainty has on all of us. Naomi's book compels us to think differently about new organizational structures that are agile enough to maneuver through continuous change. As strategists and designers creating space that supports business performance is critical and this book puts some of these challenges and possible solutions in perspective.

David Bourke, Executive Director, IA INTERIOR ARCHITECTS

This book stresses why managers need to look beyond the organization chart to a whole enterprise approach in getting performance improvements. Today's increasingly complex world requires people with the tenacity and enthusiasm to collectively transform themselves and their organizations. Naomi's up-to-date book combines a useful and comprehensive set of conceptual and practical suggestions to help in this. What she offers is practical, grounded in examples, with tips and tools that every line manager could and should apply. I recommend it to all those needing to stride forward in keeping their organization adaptive to the environment.

Jose Manuel Leceta, ?Director, European Institute of Innovation and Technology

About the Author

Naomi Stanford PhD is a consultant, teacher and author. Her work as a consultant is in organization design and development in all its manifestations. Before leaving the UK to live in the US she worked for large multinational companies including Price Waterhouse, Xerox, British Airways, and Marks and Spencer. She is currently working in the US consulting on organization design, development and change, in a range of

sectors domestically and internationally. She has written four previous books on organizations. She teaches MBA students and supervises doctoral students. Her blog www.naomistanford.com showcases her interests

Users Review

From reader reviews:

John Tibbs:

Why don't make it to be your habit? Right now, try to prepare your time to do the important behave, like looking for your favorite publication and reading a book. Beside you can solve your short lived problem; you can add your knowledge by the guide entitled Organization Design: Engaging with Change. Try to make the book Organization Design: Engaging with Change as your close friend. It means that it can to get your friend when you really feel alone and beside associated with course make you smarter than previously. Yeah, it is very fortuned for you. The book makes you more confidence because you can know almost everything by the book. So , we need to make new experience along with knowledge with this book.

Mary Case:

As people who live in the actual modest era should be update about what going on or info even knowledge to make these individuals keep up with the era that is always change and advance. Some of you maybe will update themselves by reading books. It is a good choice in your case but the problems coming to you actually is you don't know which one you should start with. This Organization Design: Engaging with Change is our recommendation to help you keep up with the world. Why, because this book serves what you want and wish in this era.

Dennis Ramirez:

Reading a publication can be one of a lot of task that everyone in the world likes. Do you like reading book and so. There are a lot of reasons why people fantastic. First reading a book will give you a lot of new details. When you read a book you will get new information simply because book is one of several ways to share the information or even their idea. Second, studying a book will make you actually more imaginative. When you studying a book especially fictional works book the author will bring that you imagine the story how the figures do it anything. Third, you are able to share your knowledge to other folks. When you read this Organization Design: Engaging with Change, you could tells your family, friends and soon about yours e-book. Your knowledge can inspire others, make them reading a publication.

Lynn Hardie:

Organization Design: Engaging with Change can be one of your starter books that are good idea. All of us recommend that straight away because this guide has good vocabulary that can increase your knowledge in language, easy to understand, bit entertaining but delivering the information. The article writer giving his/her effort to set every word into enjoyment arrangement in writing Organization Design: Engaging with Change although doesn't forget the main stage, giving the reader the hottest in addition to based confirm resource info that maybe you can be one of it. This great information could drawn you into brand new stage of crucial

considering.

Download and Read Online Organization Design: Engaging with Change By Naomi Stanford #A9HE8PQG0UL

Read Organization Design: Engaging with Change By Naomi Stanford for online ebook

Organization Design: Engaging with Change By Naomi Stanford Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Organization Design: Engaging with Change By Naomi Stanford books to read online.

Online Organization Design: Engaging with Change By Naomi Stanford ebook PDF download

Organization Design: Engaging with Change By Naomi Stanford Doc

Organization Design: Engaging with Change By Naomi Stanford Mobipocket

Organization Design: Engaging with Change By Naomi Stanford EPub