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# Organizational Change for Corporate Sustainability: A Guide for Leaders and Change Agents of the Future (Understanding Organizational Change)

*By Suzanne Benn, Dexter Dunphy, Andrew Griffiths*



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The sustainability of business, both economically and ecologically, is one of this century's key debates. In this fully revised and updated edition of their ground-breaking study of organizational change and corporate sustainability, Dexter Dunphy, Andrew Griffiths and Suzanne Benn argue that there are important benefits to the corporation in making changes for sustainability, and that a sustainable world is only possible with the formation of creative alliances between corporations, citizens and governments.

Bringing together global issues of ecological sustainability, strategic human resource management, organizational change, corporate social responsibility, leadership and community renewal, this book develops a unified approach to corporate sustainability and sets out a fully integrated plan of action to bring about corporate change. Drawing on the most recent field research, and including detailed examples of incremental and transformational changes, it represents an invaluable, practical introduction for leaders, managers and policy makers, and for all students of management, sustainability, environmental studies or organizational studies.



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## **Editorial Review**

### **Review**

Praise for the previous edition:

**'This book should be read by anyone who has any past, present, or future involvement in corporate 'greening'. The authors have done a great service in applying numerous organizational development concepts and approaches to the increasingly important area of sustainability. If you want to change organizations for the better, this is an indispensable source of ideas and information,' - Mark Starik, GW Environmental and Social Sustainability Initiative**

**'This is a must read for senior managers concerned about the role of the corporation in society following the collapse of the bubble economy of the 1990s. Dunphy and his associates argue persuasively that investor capitalism must give way to a more enlightened view of managements' responsibilities. Based on extensive research, the authors chart the path leading corporations have taken and others could follow if their leaders took the advice offered in this book.' - Michael Beer, Harvard Business School, USA**

### **About the Author**

**Dexter Dunphy** is Distinguished Professor, University of Technology, Sydney. His research interests include corporate sustainability, the management of organizational change and human resource management. His publications include *Corporate Governance and Sustainability: Challenges for Theory and Practice* (2006, edited with Suzanne Benn).

**Andrew Griffiths** is an Associate Professor in Strategy and Sustainability at the University of Queensland. His areas of research include the impact of climate change on corporate strategy, management of corporate change and innovation, strategic issues relating to the pursuit of corporate sustainability. His publications include *Sustainability: The Corporate Challenge of the Twenty-first Century* (2000, co-edited).

**Suzanne Benn** is Associate Professor in School of Management, Faculty of Business, University of Technology (UTS), Sydney. Her research interests include governance, organizational change and partnerships and collaboration for sustainability. Her publications include *Corporate Governance and Sustainability: Challenges for Theory and Practice* (2006, edited with Dexter Dunphy).

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