

Organizational Change and Strategy: An Interlevel Dynamics Approach

João Neiva de Figueiredo, Nicholas S. Rashford, David Coghlan

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Organizations change, usually driven by strategies, yet strategic management and organizational change are generally understood as separate domains in the business world. This book integrates the behavioural dynamics of learning, change and strategy at and across individual, team, interdepartmental, group and organizational levels.

This new edition emphasizes what can be done in organizations to enable strategy to be effective and to help organizations to change and learn. Central to the book is a reflexive engagement approach through inviting the readers to apply concepts to their own organizational situations and via reflective exercises. The authors also offer cases from a wide range of organizations, from universities to steel and digital businesses.

This practical book addresses managers, consultants, students and researchers and provides specific orientation to assist each readership group to learn from its own perspective.



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