



TILDE UNIVERSITY PRESS

Driving Change and Developing Organisations

Elizabeth R Skringar & Tony Stevens

Synopsis

This textbook brings seminal and emerging academic thinking together, in a cohesive whole, with contemporary practice. It brings the reader up to speed with pivotal issues and practices in the field of change and organisational development that will shape this arena for the next twenty years. It dispels confusion and brings clarity for those teaching and learning about change in organisations.

This is the textbook that needed to be written. It addresses what has been going on in the field, while being a call to action for practitioners of the future. It puts organisations and management squarely on the map while acknowledging the position and contribution of newer specialisations such as HR, marketing and strategic management.



'The treatment of the topics by the authors demonstrates a highly sophisticated understanding and mastery of the area.'

Ross Donohue
Monash University

ISBN: 978-0-7346-1064-5

Price: A\$74.95
NZ\$89.95

Pages: 404 pp

Pub Date: Available

Imprint: Tilde University Press

Format: Softcover

Trim size: 200 mm x 250 mm

Binding: Perfect

Key features

- Takes a holistic, multidisciplinary approach that draws together the various disciplines and schools of thought in a cohesive whole
- Builds and expands on an existing epistemological framework
- Summarises the history of management thought and expands the base of knowledge of most management students
- Addresses both change strategy and the implementation of change
- Blends extensive practical experience with the existing theory
- Contains the latest research, supplemented with statistics from Australian industry
- Contextualises change in Australian organisations over the past 20 years and globally over the last 100 years
- Uses inspirational language, is student friendly and fairly priced

Table of contents

- Chapter 1 — An introduction to change
- Chapter 2 — The legacies of changes in the external environment over the last century
- Chapter 3 — The internal environment
- Chapter 4 — Theoretical and philosophical frameworks
- Chapter 5 — Practitioner roles and implementation issues
- Chapter 6 — Situational assessment and diagnosis
- Chapter 7 — Organisation-wide change
- Chapter 8 — Workgroup and team development
- Chapter 9 — Developing individuals
- Chapter 10 — Evaluation & organisational learning



Flexible content ~ Right price

Tilde University Press
PO Box 72
Prahran VIC 3181

www.tup.net.au



TILDE UNIVERSITY PRESS

Driving Change and Developing Organisations

Elizabeth R Skringar & Tony Stevens

About the authors

Elizabeth R Skringar holds a Bachelor of Applied Science (Psychology) and a Graduate Diploma (Organisational Psychology) from Curtin University. She is currently embarking on a PhD at Monash University.

Elizabeth's experience marries 25 years working in management and business consulting with seven years tutoring in organisational behaviour and change at Monash University.

She has worked with business owners, CEO's, and group and functional management in public and private companies, family businesses and government enterprises – both in Australia and overseas. Her breadth of industry experience extends from aeronautics to financial services and through to the development of integrated strategies to drive and tether change and its implementation.

Elizabeth's work in the commercial sector has contributed to the successful growth in Australian businesses and to the implementation of effective entry strategies for multinationals and transnational corporates.

Tony Stevens holds a Bachelor of Business (Personnel and Industrial Relations) from RMIT University and a Masters of Education from La Trobe University. He is currently undertaking PhD studies at La Trobe.

Tony is an experienced manager with exposure to a broad range of functional areas in human resources management, including staff development and change implementation in both the public and private sectors. He has lectured and tutored in organisational development, management and human resources practices over the past four years in a number of tertiary institutions.

Tony's background includes experience within the Australian Army as a unit commander and as a training and development specialist. His more recent consulting experience extends to the provision of advice on human resource management including start-up projects, restructuring operations and assessing post-merger staffing needs.

For more information please visit TUP at www.tup.net.au.

Your local representative:



ISBN: 978-0-7346-1064-5

Price: A\$74.95

NZ\$89.95

Pages: 404 pp

Pub Date: Available

Imprint: Tilde University Press

Format: Softcover

Trim size: 200 mm x 250 mm

Binding: Perfect

Flexible content ~ Right price

Tilde University Press
PO Box 72
Prahran VIC 3181

www.tup.net.au

