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Breaking The Code Of Change

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Breaking the Code of Change Nohria Beer,2000 Organizational change may well be the most oft repeated and widely embraced term in all of corporate America but it is also the least understood The proof is in the numbers Nearly two thirds of all change efforts fail and they carry with them huge human and economic tolls Lacking any overarching paradigm for change executives of large underperforming organizations have been left with little guidance in how to choose the strategies that will lead them to sustained success In Breaking the Code of Change editors Michael Beer and Nitin Nohria provide a crucial starting point on the journey toward unlocking our understanding of organizational change The book is based on a dynamic debate attended by the leading lights in the field including scholars consultants and CEOs who have led successful transformations and presents a series of articles written by these experts that collectively address the question How can change be managed effectively Beer and Nohria organize the book around two dominant yet opposing theories of change one based on the creation of economic value Theory E and the other on building organizational capabilities for the long haul Theory O Structured in an unusual and engaging point counterpoint style the book enlists the reader directly in the debate providing a comprehensive overview of the strengths and weaknesses of each theory along every dimension of the change process from motivation to leadership to compensation issues The editors argue that the key to solving the paradox of change lies not in choosing between the two processes but in integrating them They identify the crucial considerations leaders must make in selecting strategies that satisfy shareholders and develop lasting organizational capabilities With a groundbreaking conceptual framework applicable to established corporations and small organizations alike Breaking the Code of Change is a unique and authoritative contribution to academic research and management practice on the process of organizational change Michael Beer is the Cahners Rabb Professor of Business Administration at Harvard Business School Nitin Nohria is the Richard P Chapman Professor of Business Administration at Harvard Business School

Police Code of Silence in Times of Change Sanja Kutnjak Ivković,Jon Maskály,Ahmet Kule,Maria Maki Haberfeld,2022-04-04 This book explores the contours of the code of silence and provides policy recommendations geared toward creating an environment less conducive for police misconduct It responds to the recent calls for police reform in the wake of the perceived illegitimacy of police actions and the protection that the code of silence seems to provide to the police officers who violate the official rules Using a case study of a medium sized U S police agency this book employs the lens of police integrity theory to provide empirically grounded explanations of the code of silence It examines the potential effects of organizational factors and the attitudes of individual police officers on their willingness to adhere to the code of silence in cases of police corruption the use of excessive force interpersonal deviance and organizational deviance The book focuses on the following factors that could influence the police code of silence in the times of change The impact of organizational rule dissemination discipline and disciplinary fairness on the scope of the code of silence The role organizational justice plays in shaping police officer

willingness to report misconduct The effect that police officers self legitimacy has on their decisions to adhere to the code The influence of peer culture on individual police officer amenability to maintain the code The relationship between officers views of themselves the organization and the community on their willingness to report misconduct

Sport for Development and Peace Robert E. Baker,Craig Esherick,Pamela Hudson Baker,2021-12-17 Sport has the incredible power to positively influence the world and it is with this in mind that the field of Sport for Development and Peace SDP has seen tremendous growth over the years Sport can strengthen social ties advance human rights aid economic development promote inclusion and more In Sport for Development and Peace Foundations and Applications internationally recognized SDP experts offer their insights perspectives and experiences on a range of topics within the field The first part of the text focuses on the foundations of SDP addressing its history sociological aspects specific goals such as development inclusion sport participation and conflict resolution and political and economic implications It closes with an evaluation and assessment of SDP programs The second part examines the application of SDP by providing examples and insights into government involvement in SDP not for profit organizations and corporate and for profit enterprises Finally the book concludes with a discussion of current trends and future implications of SDP Written for current and future SDP managers developers and administrators from the student to the professional Sport for Development and Peace offers a comprehensive look at the many substantive and interconnected SDP topics in order to positively impact this fast growing field

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