



Sustaining Change in Organizations

By Julie Hodges, Roger Gill

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Indispensable to understanding change, this unique text provides a comprehensive examination of how change can be sustained within organizations today.

Featuring critical insights into theoretical concepts and current international examples, the book provides an accessible way for students to enhance their understanding and develop the crucial skills need to be successful when managing and leading change in organisations.

Key Features:

- Synthesizes what is known about change in organizations and then provides practical ways of sustaining it
- Contains an international range of case studies and interviews which link theory to practice throughout
- Explores key contemporary topics such as power, politics, ethics and sustainability for an enhanced understanding of current debates and issues
- Activities, discussion questions and further reading in each chapter test your understanding of the key concepts and reinforce your learning
- End of book Glossary defines key terms, for those new to studying change.
- Comes with access to additional resources for students and lecturers including relevant SAGE journal articles to encourage wider reading

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Editorial Review

Review

Julie Hodges and Roger Gill have presented a comprehensive summary of the landscape of organizational change. 'Sustaining Change in Organizations' capably brings together a range of perspective and concepts of change, using these as a foundation for bringing the subject right up to date with contemporary ideas and examples. While the book will win fans from business academia (it is very well referenced and signposts to further reading in each chapter), its accessible style with plenty of bite-sized cases, together with regular summaries, will no doubt see it gracing the desks of those of us tasked with delivering change for a living. --
Dr Simon Haslam

The landscape of change is vast, undulating and complex. Julie and Roger have managed to map this landscape very effectively. Their book is well structured combining the rigour of research with great examples from practice. This is an excellent text to use in supporting the teaching of change at either undergraduate or post graduate level. I will certainly be using it.

--Malcolm Higgs

This is a timely text. A well-structured, comprehensive and innovative book that is both practically engaging and academically grounded. This is a must for any module or programme looking at change in organisations.
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About the Author

Julie Hodges (PhD, MA, BA) is an academic and consultant. She is currently Director of Global MBA Programmes at Durham University Business School. Prior to joining academia, Julie worked for 20 years in a variety of management and leadership roles in companies across the globe, including the British Council,

Vertex, and PricewaterhouseCoopers. Julie has worked extensively in the academic and business world in the field of organizational change and development. Julie is also a Senior fellow of the FME.

Roger Gill is Visiting Professor of Leadership Studies at Durham University Business School (DUBS), Durham University in the UK, and an independent consultant on leadership and leadership development. He supervises research both in DUBS and in Durham's Department of Theology & Religion. He is a Chartered Psychologist, a graduate of the universities of Oxford, Liverpool, and Bradford and a Fellow of the Leadership Trust Foundation.

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