



Organizational Change and Redesign: Ideas and Insights for Improving Performance

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What are the root causes of the increasingly rapid rate of change in the business environment? What patterns exist in the ways environmental change leads to organizational change? Confronted with a state of continuously accelerating change, what should managers and organizational scientists do? *Organizational Change and Redesign* addresses these questions to provide a clear and comprehensive understanding of the relationships among environmental changes, organizational redesign, and performance. This work draws on multi-year studies of dozens of organizations and on hundreds of interviews with top managers. It includes chapters formed as practical tutorials on how to think about and manage organizational change and redesign, making it an essential tool for business scholars, students, and practicing managers in the middle and upper levels of organizations.

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