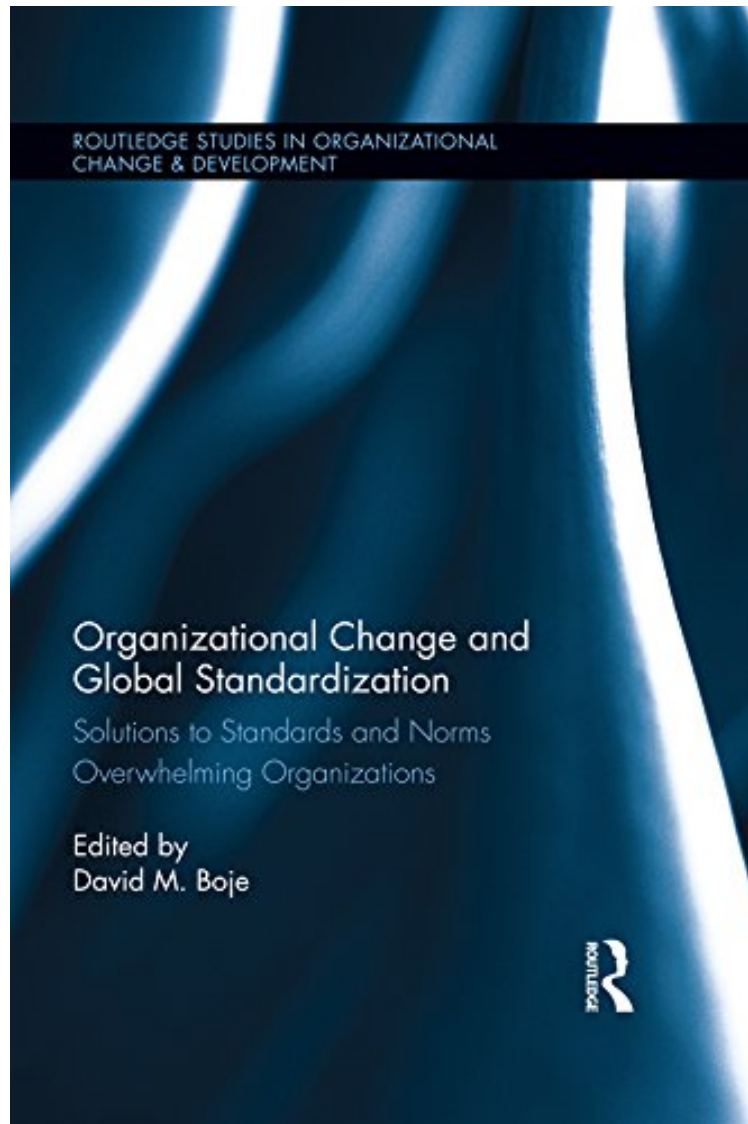


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Organizational Change Development):

Organizational Change and Global Standardization: Solutions to Standards and Norms Overwhelming Organizations takes an organizational change approach to the overflow of standards and norms, looking at how to deal effectively and ethically with four kinds of standards and norms businesses face when they go global: (1) accounting finance (2) international world trade, (3) social and (4) safety quality environment. It is part of a larger problem faced by not only business, but every sort of organization - how to live with the epidemic of standards and norms, often in conflict, many just unnecessary, and a few that are quite helpful and important. There are good reasons to have International Standards Organization (ISO), International Labor Organization (ILO), World Trade Organization (WTO), North Atlantic Treaty Association (NAFTA), International accounting Standards Boards (IASB), International Financial Reporting Standards (IFRS)), and many more standard-setting organizations issuing, auditing, proposing codes of ethics, and certifying standards and norms. However, there are important, poorly understood organizational change consequences to the contagion of standards and norms. This volume brings together a unique group of authors who are working on a pragmatic way for organizations to deal with an overflow of standards and norms that are often at heads, ambiguous, or simply created to produce more work for a burgeoning standards setting industry. The aim of Organizational Change and Global Standardization is to stimulate a critical analysis within the framework of analytical and pragmatic approach to an overwhelming bureaucratization of the managed and organized global activities.

'Organizational Change and Global Standardization is a noble book that proposes unique insights to the study of change management. It initiates distinctive methodologies that study the dynamic system of constant change in-between-ness of transforming spiral and interacting fractals, offers a comprehensive set of examples across multiple functions, manifold standards, and various countries of origins, and applies qualitative contextualize methods of analysis to areas such as accounting that is formerly considered purely quantitative subject. These contributions envision that change management discourse experience a dialogism of different modes of inquiry in near future.'

- Nazanin Tourani, Assistant Professor of Business, Penn State Fayette, USA
About the Author David M. Boje holds the Wells Fargo Professorship, Distinguished University Professor, and Bill Daniels Ethics Fellow in Management Department at New Mexico State University, USA.