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# Organizational Change: Perspectives on Theory and Practice

*Piers Myers, Sally Hulks, Liz Wiggins*  
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## ORGANIZATIONAL CHANGE

PERSPECTIVES ON THEORY AND PRACTICE



PIERS MYERS, SALLY HULKS  
AND LIZ WIGGINS



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**Piers Myers, Sally Hulks, Liz Wiggins : Organizational Change: Perspectives on Theory and Practice** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Change: Perspectives on Theory and Practice:

0 of 1 people found the following review helpful. An essential handbook in the modern age By Kph\_1 Clear, readable, inspiring. This is a book I would thoroughly recommend anyone who is leading change and not sure what to do next.

This is a new, accessible and engaging textbook written by academics who also work as consultants with organizations undergoing change. It offers a unique combination of rigorous theoretical exploration together with practical insights from working with those who are actually responsible for managing change. It aims to offer both breadth and depth, helping you to navigate the landscape of change and, in order to do so, looks at organizational change from multiple perspectives rather than being firmly wedded to one. It is designed for students and practitioners of organizational change, particularly upper-level undergraduate students and Masters level programmes (including

MBA). The authors tackle the key issues in this field, such as why change happens, what changes, and how change is achieved. The book takes a fresh approach to organizational change through a coherent, logical, yet challenging framework, helping you to appreciate and question both theory and practice. Each chapter has recent case studies and reflective exercises to illustrate key themes and encompasses the emotional and psychological dimensions of change, dealing with culture, politics and organizational learning, as well as reviewing a range of current change methodologies.

**About the Author** Piers Myers is Senior Lecturer in Human Resource Management Strategy and Consulting at London South Bank University. His research, writing and teaching interests centre on business psychology, leadership, HR strategy and organizational change. Before joining the university in 2001, Piers ran his own consultancy business, and he continues to undertake selected projects as a change consultant and coach. He has also worked as a psychotherapist, in the computing industry and in social work. Piers has a first degree in Mathematics from Oxford University, and Masters degrees in Mathematics from Princeton University and in Psychotherapy and Counselling from City University. Sally Hulks works as Director of Change for a UK government department. She is a Research Fellow of Ashridge Business School where she worked previously as a change consultant. Prior to joining Ashridge Sally was HR Director for KPMG, having spent her early career at the BBC and in retail management. Sally has a first degree in French, Masters degrees in Organizational Behaviour (Birkbeck College) and Organizational Consulting (Ashridge) and is a Fellow of the Institute of Personnel Development. She is an accredited executive coach and holds British Psychological certificates of competence, Levels A and B, in psychometric testing. Liz Wiggins works as a change consultant and executive coach for Ashridge Business School, supporting organizations, leaders and change agents in the public, private and voluntary sectors. She is also a member of faculty on two Masters programmes run at Ashridge. Before joining Ashridge, Liz worked for Unilever with responsibility globally for internal communication and was a member of the global HR Leadership team. Liz has also worked in the telecommunications sector and for a medium sized change and communication consultancy. Liz has a first degree in psychology and philosophy (Durham), Masters degrees in Organizational Psychology (Birkbeck) and Executive Coaching (Ashridge). She also has a PhD from Birkbeck College, University of London where her research interest was in management consultants.