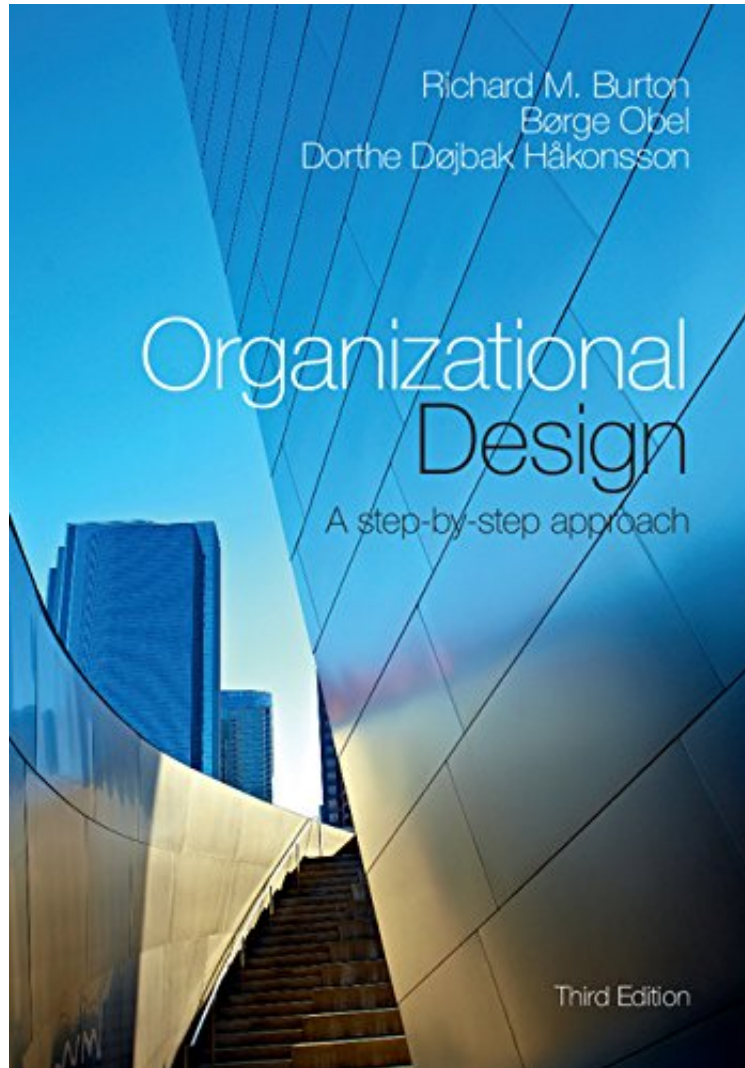


(Download pdf) Organizational Design: A Step-by-Step Approach

Organizational Design: A Step-by-Step Approach

Richard M. Burton, Børge Obel, Dorthe Døjbak Håkonsson
audiobook | *ebooks | Download PDF | ePub | DOC



#318635 in eBooks 2015-07-31 2015-07-28 File Name: B010G0PX14 | File size: 52.Mb

Richard M. Burton, Børge Obel, Dorthe Døjbak Håkonsson : Organizational Design: A Step-by-Step Approach before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Design: A Step-by-Step Approach:

0 of 0 people found the following review helpful. Fantastic book that goes beyond the basic 5-point star model ...By ILikeStuff Fantastic book that goes beyond the basic 5-point star model org design concepts. Delves deep into the specifics of the organizational situation and spends a lot of time on diagnosing and properly aligning the org - rather than moving quickly to org structure decisions. Very useful and practical in my org design consulting projects and a great addition to my reference collection. 0 of 0 people found the following review helpful. Five Stars By Customer The book is written very well. Everything is structured, explained clearly with many examples. 0 of 0 people found the

following review helpful. Best book for those who want to understand and use as practitioners Fit, Contingency Theory and Organizational Design. By Andrew A. Starling; Luiz Nadjarian I read the book twice and after that a bunch of different articles about Fit, Contingency Theory and Organizational Design. Now I am using it as a framework to make an analysis in a agriculture firm. Good challenge.

Written specifically for executives and MBA students, the third edition of this successful textbook provides a step-by-step guide to designing an organization, from diagnosis, to design and implementation. It provides comprehensive coverage of the key aspects of organizational design, including goals, strategy, process, people, coordination, control, and incentives. Following a new diamond model, fully tested in practice, the book guides readers through an integrated methodology for organizational assessment and planning. It includes a new chapter on project managing organizational change on a practical level, new case studies, extended discussions of new organizational forms, architecture design and knowledge systems, and new practical steps for implementation and change. Visit www.cambridge.org/burton3 for free access to a selection of organizational diagnosis, design and implementation models in Excel, as well as additional case studies, figures and tables from the book.

"The step-by-step approach and structure enable a truly holistic analysis of the organizational architecture in a realistic time frame. This is a rare example of how to turn extremely complex business challenges into tangible actions by adding the right structure and perspective. De-scoping relevant organizational variables to reduce complexity can now be a thing of the past." Jesper Sørensen, Organisation Design Manager, Shell Downstream "This third edition ties organization design and change together tightly to illustrate how to plan and execute change based on a holistic organizational diagnosis. Burton et al.'s approach is firmly based on research and my MBA students quickly appreciate how organizational alignment contributes towards higher performance by using the 2x2 tables and assessing fits and misfits. There is no other organization design book that balances current organization design research with this level of clear applications." Sylvia J. Flatt, San Francisco State University "Organizational Design is rich with models and frameworks to deploy against a multitude of organizational needs. The authors recognize that every organization structure represents trade-offs in agility, efficiency, and simplicity. By addressing organization through the lens of the environment and strategy, the authors provide a process for optimizing an organization within the practical constraints each organization inevitably faces. This is a book that goes beyond narrow prescriptions and provides a robust process for designing the ecosystem that makes up highly effective organizations. It is a tour de force of organization design writ large." Ron Nicol, Senior Partner and Managing Director, The Boston Consulting Group About the Author Richard M. Burton is Professor Emeritus of Organization and Strategy at the Fuqua School of Business, Duke University. Rensge Obel is Director of the Interdisciplinary Center for Organizational Architecture (ICOA) and Professor in Management at Aarhus University. Dorthe Døsselt Haring; Konsson is Associate Professor at Aarhus University, Denmark.