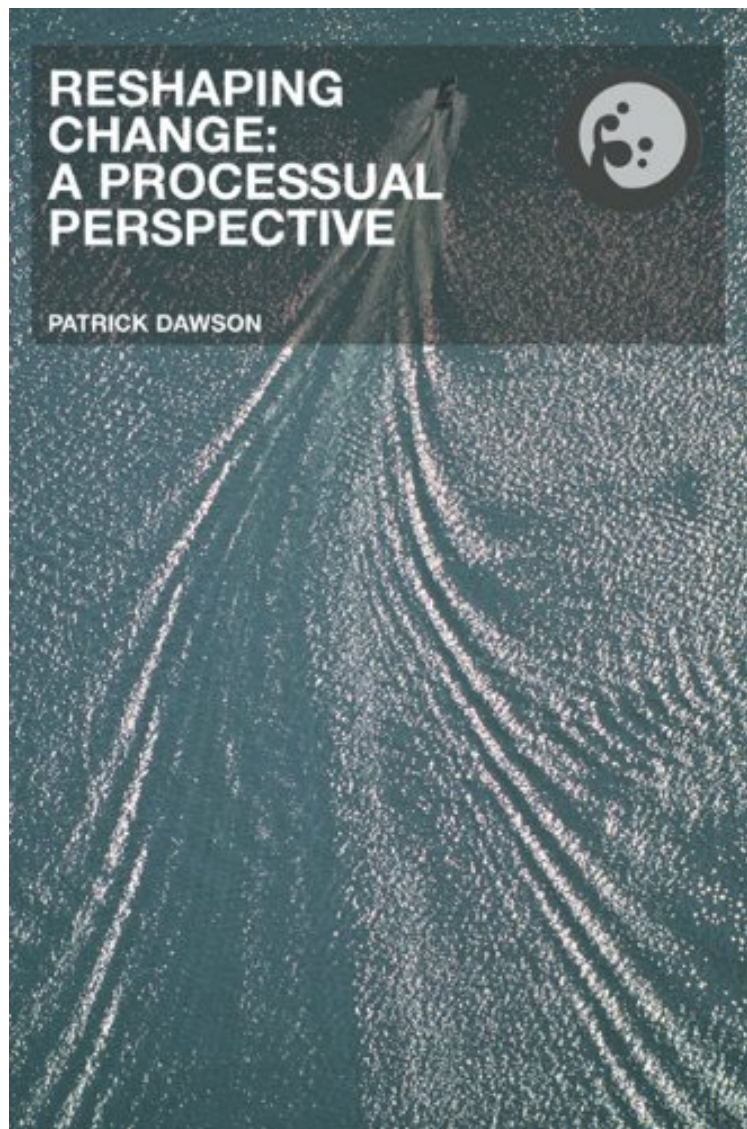


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This book highlights the theoretical and practical value of using a processual perspective to make sense of organizational change. Featuring data collected over 20 years of fieldwork, it does much more than provide a simple overview of theory and change models and instead makes the processual approach understandable and accessible to both researchers and practitioners. The author's case studies of radical and large-scale change programmes include those from General Motors, Pirelli, Shell, Britax and Laubman and Pank, and considers aspects of processual research, the context, politics, and substance of change and finally the future of the processual perspective. This is an innovative and highly practical study that captures the truly complex processes of the changing organization and illustrates how best to understand them from a processual point of view.

About the Author Patrick Dawson is holder of the Salvesen Chair of Management at the University of Aberdeen. He has published numerous academic articles and several books in the field of organizational change.