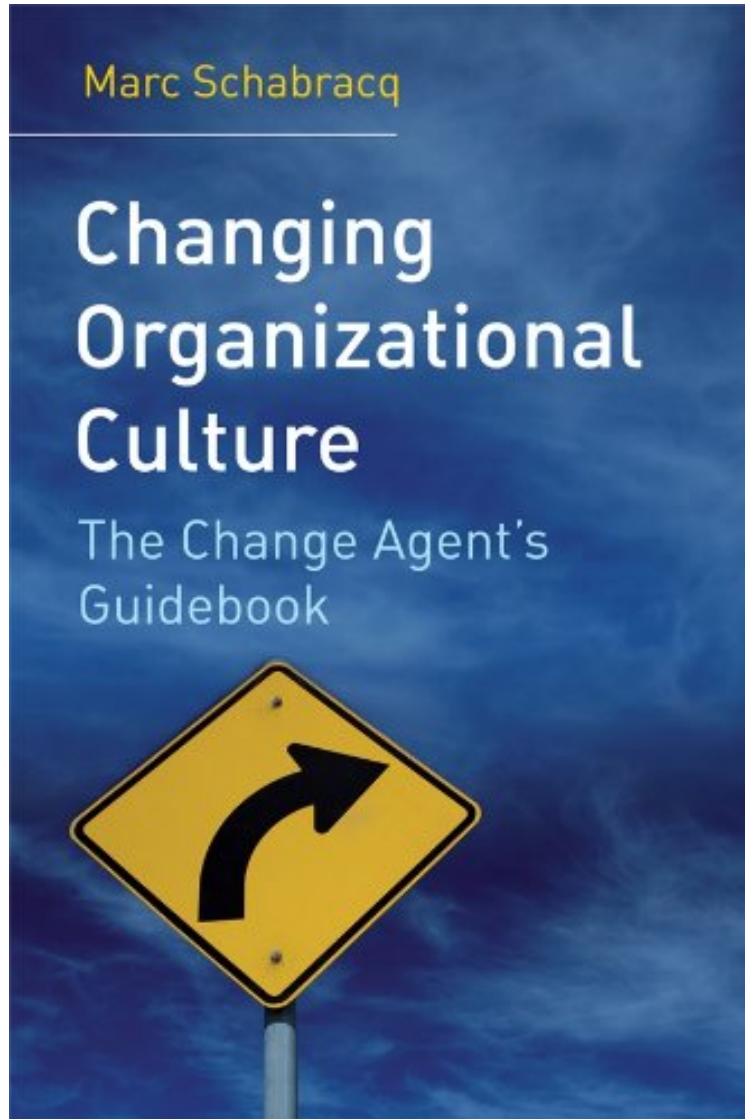


Changing Organizational Culture: The Change Agent's Guidebook

Marc J. Schabracq

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Marc J. Schabracq : Changing Organizational Culture: The Change Agent's Guidebook before purchasing it in order to gauge whether or not it would be worth my time, and all praised Changing Organizational Culture: The Change Agent's Guidebook:

To alter an organization's culture, change agents must first understand its attitudes, beliefs and assumptions. Marc Schabracq's innovative new book is based on a fresh way of thinking that deals with both the functional and structural features of cultures. Focusing on the greatest barrier to organizational change - the attitudes and

assumptions of people —; it offers three approaches that collectively assist the change process: changing goals through the leader; improving effectiveness through the members; and enriching assumptions through group dialogue. The scales, checklists and exercises are available online. A priceless resource for consultants and change agents, *Changing Organizational Culture* is also valuable reading for senior managers and business students interested in the change process.

From the Inside Flap *Changing Organizational Culture: The Change Agents' Guidebook* Marc Schabracq
Back Cover *Changing Organizational Culture* enables those facilitating change to gain a broader understanding of the challenges faced when undertaking this task. It offers a range of practical techniques, pointers and exercises to help change agents develop their thinking and intuition, as well as their perception of change. In order to alter an organization's culture, the change agent must first understand that culture; its attitudes, beliefs and assumptions. This innovative guidebook is based on a new way of thinking that deals with both the functional and structural features of cultures. It focuses on the greatest challenge to cultural change - transforming the attitudes and assumptions of people - and offers three approaches which collectively assist the change process: changing the organizational goals through the leader; improving the effectiveness of the organization through the organizational members themselves; extending and enriching the assumptions underlying the culture through dialogue-based group sessions. *Changing Organizational Culture* is a must-have resource for organizational psychologists and change agents. It is also of interest to senior managers and business/ management students. Online Resources The scales, checklists and exercises are available online free to purchasers of the print version. Visit the website www.wiley.com/go/culture to find out how to access and download this material. About the Author Dr Marc J. Schabracq (1949, Amsterdam, The Netherlands; schabracq@humanfactor.nl) is a work and health psychologist. As an independent organizational consultant, Marc Schabracq has acquired much experience with the human aspect of organizations (organizational culture change, leadership, personal transitions, stress management and personal integrity) in a great number of profit and non-profit organizations. In addition, he has worked at the University van Amsterdam since 1973, and subsequently in clinical psychology, social psychology and - since 1987 - work and organizational psychology. He has produced more than 20 scholarly and professional books about psychology, as well as more than 100 articles and book chapters. In addition, he has written three novels and a bundle of short stories.