

# The Theory and Practice of Change Management: Third Edition

*By John Hayes*

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**The Theory and Practice of Change Management: Third Edition** By John Hayes

A core textbook for all modules in Change Management, John Hayes examines and applies all of the key theories on change to organisational settings. Diagnostic tools and immersive learning exercises enable students to identify change and experience various outcomes based on real-world scenarios. The unique experiential learning exercises allow students to reflect on their own experiences of change.

Hayes strikes a balance between theory and practice by examining the key theories on change and applying those theories to organisational settings to demonstrate how organisations can develop practical tools to help implement change.

## Key Features

- Blend of theory and practice
- Breadth of coverage
- Experiential learning exercises - allow students to play the role of a consultant and diagnose a need for change
- Case studies
- Diagnostic tools to help students grasp the practical techniques
- Accessible - especially for those with no prior knowledge of change management theory
- A comprehensive companion website

## NEW for the 3rd Edition


- 2 colour design
- 5 new chapters covering the latest developments
- New thinking assignments
- 12 new cases from a range of countries including Denmark, The Netherlands, India, China, USA, Germany and from a range of sectors (NGOs, not-for-profit, large and small companies, multi-national organisations, public and private sector)
- New chapter on sustainability addresses how to make change 'stick' and how to

'spread' good practice through the organisation

- Increased depth
- Improved signposting and cross-referencing helps link the material together making it easier for students to see how everything fits together

Companion Website: <http://www.palgrave.com/business/hayes3/>

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## **The Theory and Practice of Change Management: Third Edition By John Hayes Bibliography**

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### **Editorial Review**

#### **Review**

"This book provides an excellent overview of the complex field of change management. Relevant theories are clearly explained and closely linked to practical examples and exercises. Thoroughly recommended." -- Katie Truss - Director of the Centre for Research in Employment, Skills and Society; Professor of Leadership, HRM and Organisation, Faculty of Business and Law, Kingston University, UK

"This is an excellent overview to the body of knowledge connected to the theory and management of change. Its enjoyable to read and covers an unexpectedly wide range of material, all within the context of a process model of change." --Suzanne Pollack, Henley Business School, University of Reading, UK

"A comprehensive core study text suitable for any students of change management or managers who need to know more about the subject. Its excellent literature review, case studies and exercises for each of the topics allow readers to evaluate their own experience in the change management context. I would not hesitate to recommend it as a core text for any of my students."--Sylvie Jackson, Senior Lecturer in Change Management and Performance Measurement, Department of Engineering Systems and Management, Cranfield University, UK

"A thoughtful textbook that presents a richly combined view of both theory and practice in managing change." --Muayyad Jabri, Associate Professor, School of Business, University of New England, Australia

#### **About the Author**

JOHN HAYES is Professor of Management at Leeds University Business School. He is director of the Centre for Organisational Behaviour Research and Analysis. He also teaches at Copenhagen Business School and Aarhus School of Business in Denmark.

### **Users Review**

#### **From reader reviews:**

##### **Jason Silva:**

In this 21st century, people become competitive in every single way. By being competitive right now, people have to do something to make all of them survive, being in the middle of often the crowded place and notice by simply surrounding. One thing that at times many people have underestimated that for a while is reading. Yep, by reading a book your ability to survive boost then having chance to remain than other is high. For you who want to start reading some sort of book, we give you this particular The Theory and Practice of Change Management: Third Edition book as beginning and daily reading publication. Why, because this book is usually more than just a book.

**Michele Reynolds:**

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**Royce Britton:**

A lot of people always spent their very own free time to vacation or maybe go to the outside with them friends and family or their friend. Were you aware? Many a lot of people spent many people free time just watching TV, or maybe playing video games all day long. If you need to try to find a new activity that is look different you can read some sort of book. It is really fun for yourself. If you enjoy the book that you read you can spent all day every day to reading a reserve. The book The Theory and Practice of Change Management: Third Edition it doesn't matter what good to read. There are a lot of people who recommended this book. We were holding enjoying reading this book. If you did not have enough space to deliver this book you can buy often the e-book. You can m0ore effortlessly to read this book from a smart phone. The price is not very costly but this book provides high quality.

**Stephen Phelps:**

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