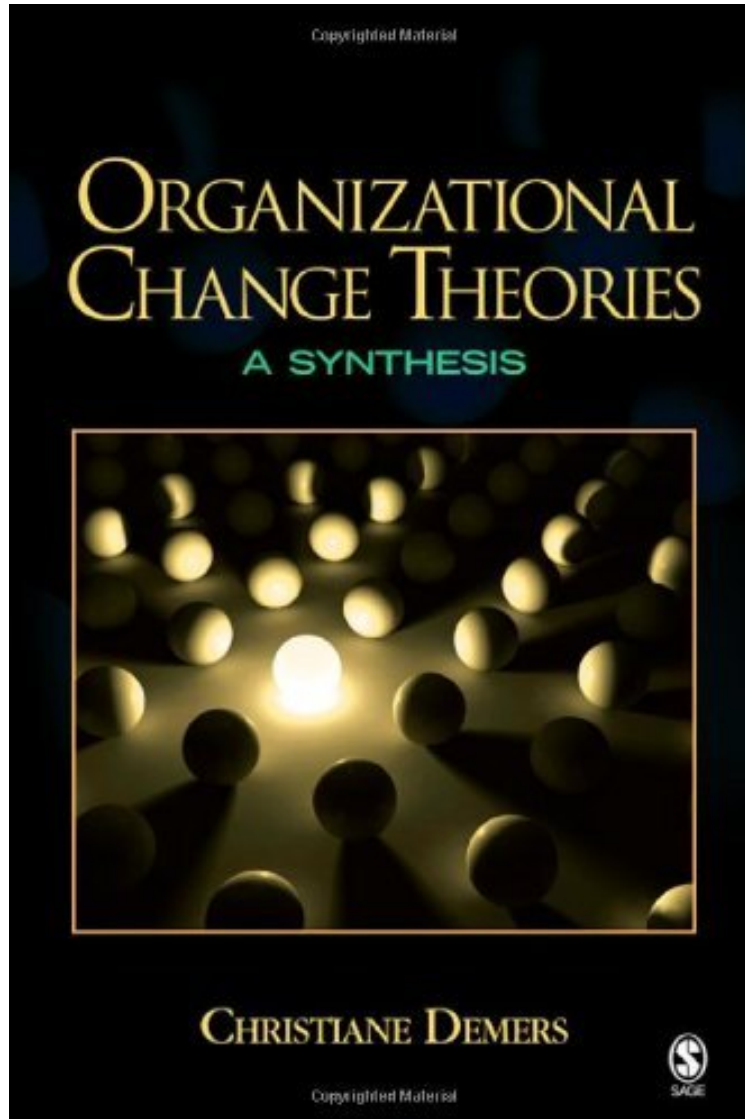


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## Organizational Change Theories: A Synthesis

*Christiane Demers*

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**Christiane Demers : Organizational Change Theories: A Synthesis** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organizational Change Theories: A Synthesis:

1 of 1 people found the following review helpful. Synthesis: Good starting point  
By Alicia Crumpton  
Demers does for organizational change theories what Northouse does for leadership theories - provides a concise volume summarizing and synthesizing key organizational change theories. The historical account is useful in identifying key trends and historical perspectives on organizational change, in particular Demers noted her purpose as "situating the main theories of organizational change in a general historical context" (p. xiii). In so doing, Demers organizes the book into three parts: 1, Adaptation or Selection? - Do organizations really change? 2. Transformation or Evolution? - Is transformation

always revolutionary?3. Natural evolution or Social dynamic? How do organizations renew themselves?I read about the various theories here to get the overview, key thinker, terms, etc. and then research further to learn more. I should say this is my learning style for any new field of research, I tend to read a synthesis to get the broad gist and then dig deeper. An excellent bibliography is included!Critiques to consider for a later edition - Consider using a consistent structure within each chapter to facilitate a reader's comparison/contrast (between theories) and to perhaps given on the selected content make this more useful and practical for the reader. For example, see Northouse - His chapters include: Description, Key Studies, Key Findings, Strengths, Criticisms, Application, Instruments, and References. It's a very useful reference book. Or maybe Demers just writes another book (smile)....Northouse, P. G. (2010). Leadership: Theory and practice (5th ed.). Thousand Oaks: SAGE Publications.0 of 0 people found the following review helpful. This book is absolutely terrible. I'm reading it for a graduate class and ...By CustomerThis book is absolutely terrible. I'm reading it for a graduate class and can't get through it without falling asleep out of sheer boredom or getting to the bottom of a page and having to re-read it because it's so thick and convoluted that it makes no sense. Long, run on sentences and unnecessary vocabulary that is simply pretentious. This is by far the worst book I have ever read for any class, undergrad or grad level.4 of 4 people found the following review helpful. Not Helpful for Organizational Change ResearchBy kyleI intended to use this text as a starting point for a literature review on "Organizational Change Models", but discovered that would not be possible. While the work does reference peer reviewed literature, it tends to classify models in a manner that is inconsistent with the body of peer reviewed literature. The in-text diagrams capture its essence- take a look at one and if after you feel this author presents information in a meaningful and organized way, buy the text. I however, will be throwing mine in the garbage.

"As Demers notes, organizational change is becoming a major field of research inquiry, encompassing an increasing diversity of theories. The three parts of the book place this topic in historical context, and reflect three key debates within the field: adaptation versus selection; transformation versus evolution; and natural evolution versus social dynamics."?CHOICEWhile there are thousands of books on change management that adopt a normative perspective and numerous conceptual works that present one author's perspective, this unique book offers a synthesis of major organizational change theories. Author Christiane Demers gives a unique guided tour of the field of organizational change providing readers with a historically framed, comprehensive synthesis of organizational change theories. Organizational Change Theories: A Synthesis exposes readers to the variety and richness of North American and European scholarly literature.Key Features:Presents a historical framework: This historical perspective provides a comprehensive synthesis that situates different theoretical approaches and highlights their links over time.

"Demers gives a unique guided tour of the field of organisational change providing readers with a historically framed, comprehensive synthesis of organisational change theories."--Times of India"Times of India" (08/14/2008)"Recommended. Upper-division undergraduate through faculty collections."--M.L. Nathan"Choice" (08/14/2008)"An outstanding review and synthesis of The Theoretical and empirical literature."--Thomas M. Young, Ph.D. (01/15/2009)"Demers gives a unique guided tour of the field of organisational change providing readers with a historically framed, comprehensive synthesis of organisational change theories."--Times of India"Times of India" (08/14/2008)"Recommended. Upper-division undergraduate through faculty collections."--M.L. Nathan"Choice" (08/14/2008)"An outstanding review and synthesis of The Theoretical and empirical literature."--Thomas M. Young, Ph.D. (01/15/2009)-Demers gives a unique guided tour of the field of organisational change providing readers with a historically framed, comprehensive synthesis of organisational change theories.---Times of India-Times of India- (08/14/2008)-Recommended. Upper-division undergraduate through faculty collections.---M.L. Nathan-Choice- (08/14/2008)-An outstanding review and synthesis of The Theoretical and empirical literature.---Thomas M. Young, Ph.D. (01/15/2009) "Demers gives a unique guided tour of the field of organisational change providing readers with a historically framed, comprehensive synthesis of organisational change theories." (Times of India Times of India 2008-08-14)"Recommended. Upper-division undergraduate through faculty collections." (M.L. Nathan Choice 2008-08-14)"An outstanding review and synthesis of The Theoretical and empirical literature." (Thomas M. Young, Ph.D. 2009-01-15)About the AuthorChristiane Demers is a Professor in the Department of Management at HEC Montreacut;al, where she has been teaching courses on organizational change theories, strategic change management and strategy for more than 15 years. She holds a Ph.D. in administration from HEC Montreacut;al and received her M.Sc. in communication from University of Montreacut;al. Her research focuses on organizational transformation, with particular emphasis on its links with strategic dynamics and communication processes. Another topic of interest is the evolution of the field of organizational change. She has published, both individually and collaboratively, a number of books and journal articles on these subjects, mostly in French, and has presented her work at conferences such as the Academy of Management and the Strategic Management Society.