



Making Sense of Organizational Change

Jean Helms-Mills

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Applying an invaluable sensemaking framework to organizational change and combining the theory and practice of implementing change, this book represents an instructive and informative view on change in business. Its strength lies in two key areas:

- the discussion and explanation of a strategic sensemaking approach, for helping managers, management educators and students to understand organizational change
- a longitudinal study of a major company which underwent several organizational changes, revealing some of the key problems and challenges that managers face when introducing, implementing and managing change.

Rather than being structured as a 'how to' book, this outstanding text provides the reader with practical insights and skills for managing (or resisting) change. Applying Weick's famous sensemaking approach, it offers a unique way to understand the processes involved in organizational change.

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