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2ND EDITION

ORGANIZATION DESIGN

**A guide to building effective
organizations**



Organization Design A Guide To Building Effective Organizations

Richard Bailey



Organization Design A Guide To Building Effective Organizations:

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Designing Effective Organizations Michael Goold, Andrew Campbell, 2002-06-03 Goold and Campbell leading thinkers on corporate level strategy have turned their attention to corporate level organization design They bring a rigor to this topic that will help managers wrestling with multiple reporting dimensions decentralization and cross unit co ordination Professor Gary Hamel London Business School Author of Competing for the Future and Leading the Revolution Campbell and Goold are renowned for discovering entirely new and useful dimensions to seemingly familiar business issues This book is another shining example It allows executives to replace politics and personality as the rationales

for an organizational design with clear effective logic and experience Thomas H Davenport Director Accenture Institute for Strategic Change Author of Process Innovation and Working Knowledge A must read for managers and consultants Redesigning the organization is the most powerful and fastest means for aligning decisions and behavior with strategic objectives Goold and Campbell provide the best and most comprehensive framework for developing and testing the validity of an organizational structure I have seen in recent years Based on years of research and experience they offer clear principles and a process to guide managers in the many design decisions and trade offs involved in developing a more effective organization Professor Michael Beer Harvard Business School Author of The Critical Path to Corporate Renewal Books on organization design tend to fall into one of two categories those that provide interesting concepts but not help on how to implement them and those that are full of check lists on implementation based on sterile and over simplified ideas Michael Goold and Andrew Campbell have written perhaps the finest example of an exception I have ever seen a very practical book with detailed guidelines on implementation yet based on a rich and sophisticated understanding of the real challenges of organization design It will be of immense use to all careful readers Professor Sumantra Ghoshal London Business School Author of The Individualized Corporation and Managing Across Borders As companies search for all sources of competitive advantage many are discovering that the ability to organize and execute complex strategies is an important one Campbell and Goold have again provided us with a good process through which leaders can give organizing its deserved focus Professor Jay Galbraith author of Designing the Global Corporation Campbell and Goold bring much needed clarity and precision to the language of organizational design and show how this can help managers avoid the misunderstandings and differing interpretations that frequently undermine new organization structures Paul Coombes Director Organization Practice Area McKinsey Company Organization change is close to the top of many companies agendas Goold and Campbell s book equips you with ideas and frameworks to take on the journey The real world examples help make it both pragmatic and readable Steve Russell Chief Executive The Boots Company plc An impressive work The taxonomy of organizational units and organigram symbols will be especially useful to managers working on structures Philip Sadler Patron The Centre for Tomorrow s Company Author of The Seamless Organization Incredibly relevant in helping to pull together a complicated structure based around the dimensions of channels products customers and geography immensely clear and valuable David Roberts Chief Executive Personal Financial Services Barclays plc A welcome breakthrough in designing more effective corporate organization structures The nine design tests of Goold and Campbell are a valuable addition to an otherwise sparse toolkit Jim Haymaker Vice President Strategy Business Development Cargill Inc **Useful Research** Susan Albers Mohrman, Ed Lawler, 2011-04-04 Features a who s who of leading management scholars Takes a stand on a major controversy in academia should organizational research aspire to be relevant to practitioners A sequel to the seminal book Doing Research That is Useful for Theory and Practice also edited by Ed Lawler Susan Mohrman and Associates For decades there

has been an ongoing at times heated debate over how relevant to real world organizational concerns academic organizational research should be The contributors to this book argue that in order to keep organizational research relevant to both theory and practice research must deviate from the orthodoxy of traditional positivistic research The true test of whether knowledge is useful to practice is not whether it is theoretically impactful but whether it is theoretically impactful and results in improved organizational effectiveness The contributing authors were selected for their demonstrated ability to conduct useful research and their distinguished academic careers Part I of the book features active scholars who describe the choices they make and the tactics they employ to ensure that their work advances both theory and practice In part II four highly respected researchers reflect on how they approached their careers so that they could have a broad impact on practice and still maintain academic rigor Part III describes pathways to bring academic knowledge to practice working with consultancies executive PhD programs OD specialists and professional associations as well as framing academic concepts in ways that are attention grabbing memorable and credible to practitioners Part IV looks at institutional constraints and enablers the prospects for useful research in traditional academic settings like business schools peer reviewed journals and the Academy of Management Finally part V sums up the themes of the book and the challenges and opportunities facing researchers who aspire to do research that advances both theory and practice Contributors Jean Bartunek Michael Beer George Benson John Boudreau Wayne Cascio Thomas Cummings Amy Edmondson Lynda Gratton J Richard Hackman Gary Latham Phillip Mirvis Allan M Mohrman David Nadler James O Toole C K Prahalad Denise Rousseau Sara Rynes Edgar Schein Ramakrishnan V Tenkasi Michael Tushman Andrew Van de Ven Ruth Wageman Ian Ziskin *Handbook of Organizational Design: Adapting organizations to their environments* Paul C. Nystrom, William H. Starbuck, 1981 A comprehensive survey that summarizes and reinterprets current research and indicates new directions in organizational theory Analyzes the effects of environments on organizations and discusses the adaptive capabilities of organizations such as planning forecasting and innovation **Designing Effective Organizations** William A. Pasmore, 1988-04-27 Many organizational designs are possible and some are better than others An effective organization produces excellent results by any standard measure while enhancing the energy and commitment of its members In the past 40 years sociotechnical organizational development has proven more successful than any other system in improving bottom line organizational effectiveness while also paying attention to human values This book brings together information found scattered throughout the literature and in unpublished documents Presenting a coherent jargon free account of successful sociotechnical design of organizations it addresses the often difficult prospect of organizational change and presents numerous real life examples **People Management**, 2008 *Theories of Organizational Structure and Process* John B. Miner, 1982 Encyclopedia of Educational Leadership and Administration Fenwick W. English, 2006-02-16 The SAGE Encyclopedia of Educational Leadership and Administration presents the most recent theories research terms concepts ideas and histories on educational

leadership and school administration as taught in preparation programs and practiced in schools and colleges today With more than 600 entries written by more than 200 professors graduate students practitioners and association officials the two volumes of this encyclopedia represent the most comprehensive knowledge base of educational leadership and school administration that has as yet been compiled **The National Guide to Educational Credit for Training Programs** ,2000 Handbook of Organizational Design: Remodeling organizations and their environments Paul C. Nystrom,William H. Starbuck,1981 A comprehensive survey that summarizes and reinterprets current research and indicates new directions in organizational theory Focuses on processes of change within organizations including control systems interdepartmental relations and job design **Creating Effective Software** David King,1988 Subject Guide to Books in Print ,1997 **NAEYC Affiliate Group Handbook** ,1996 Organizational Theory, Design, and Change Gareth R. Jones,2010 KEY BENEFIT Business is changing at break neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge Organizational Theory Design and Change continues to provide students with the most up to date and contemporary treatment of the way managers attempt to increase organizational effectiveness By making organizational change the centerpiece in a discussion of organizational theory and design this text stands apart from other books on the market The sixth edition has been updated to reflect the most recent trends in real world managing techniques Examples have been updated to provide vivid illustrations of such techniques in action KEY TOPICS The Organization and Its Environment Organizational Design Organizational Change Business is changing at break neck speed so managers must be increasingly active in reorganizing their firms to gain a competitive edge This text combines theory with application to show students how organizational change can affect the profitability of a business

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