

Implementing Organizational Change Theory Into Practice 2nd Edition

A CoP can form around members' shared interests or goals. Through being part of a CoP, the members learn from each other and develop their identities. db41fdd855

Learning organization The new paradigm in business: Emerging strategies for leadership and organizational change, 126-138. The art and practice of the learning organization. The concept was coined through the work and research of Peter Senge and his colleagues. In business management, a learning organization is a company that facilitates the learning of its members and continuously transforms itself db41fdd855

Kuhn presented his notion of a paradigm shift in his influential book The Structure of Scientific Revolutions (1962). db41fdd855

Community of practice covered by more formal organizational structures. The concept was first proposed by cognitive anthropologist Jean Lave and educational theorist Etienne Wenger in their 1991 book Situated Learning. Wenger significantly expanded on this concept in his 1998 book Communities of Practice. There is a great A community of practice (CoP) is a group of people who "share a concern or a passion for something they do and learn how to do it better as they interact regularly". Both formal and informal communities of practice may be established in an organization db41fdd855

Paradigm shift It is a concept in the philosophy of science that was introduced and brought into the common lexicon by the American physicist and philosopher Thomas Kuhn. Even though Kuhn restricted the use of the term to the natural sciences, the concept of a paradigm shift has also been used in numerous non-scientific contexts to describe a profound change in a fundamental model or perception of events. It is a concept in the philosophy A paradigm shift is a fundamental change in the basic concepts and experimental practices of a scientific discipline. A paradigm shift is a fundamental change in the basic concepts and experimental practices of a scientific discipline db41fdd855

PRECEDE-PROCEED model One purpose and guiding principle of the PRECEDE-PROCEED model is to direct initial attention to outcomes, rather than inputs. A fundamental assumption of the model is the active participation. K. Rimer, & K. It guides planners through a process that starts with desired outcomes and then works backwards in the causal chain to identify a mix of strategies for achieving those objectives. In K. It provides a comprehensive structure for assessing health and quality of life needs, and for designing, implementing and evaluating health promotion and other public health programs to meet those needs. Behavior Theories. Green that can help health program planners, policy makers and other evaluators, analyze situations and design health programs efficiently.), Health Behavior and Health Education: Theory, Research and Practice. M. B. 4th edition, pp The PRECEDE-PROCEED model is a cost-benefit evaluation framework proposed in 1974 by Lawrence W. Glanz, F. Viswanath, (Eds db41fdd855

ANT holds that social forces do not exist in themselves, and therefore cannot be used to explain social phenomena. Instead, strictly empirical analysis should be undertaken to "describe" rather than "explain" social activity. Only... db41fdd855 Kuhn contrasts paradigm shifts, which characterize a Scientific Revolution, to the activity of normal science, which he describes as scientific work done within a prevailing... db41fdd855 formulates a theory of change using some combination of social science, lived experience, and program-related professionals' expertise; db41fdd855

Organizational behavior management Journal of Organizational Behavior Organizational behavior management (OBM) is a subdiscipline of applied behavior analysis (ABA), which is the application of behavior analytic principles and contingency management techniques to change behavior in organizational settings. Intervention for Organizational Behavior Change: Improving the Timeliness of Staff Meetings at a Human Services Organization"; Such interventions have proven effective through research in improving common organizational areas including employee productivity, delivery of feedback, safety, and overall morale of said organization. Through these principles and assessment of behavior, OBM seeks to analyze and employ antecedent, influencing actions of an individual before the action occurs, and consequence, what happens as a result of someone's actions, interventions which influence behaviors linked to the mission and key objectives of the organization and its workers db41fdd855

provides a causal explanation of how and why outcomes were achieved, including whether the program worked and/or... db41fdd855

Business performance management management topics Operational performance management Organizational behavior management Organizational engineering PDCA Performance measurement Rosabeth Business performance management (BPM) (also known as corporate performance management (CPM) enterprise performance management (EPM),) is a management approach which encompasses a set of processes and analytical tools to ensure that a business organization's activities and output are aligned with its goals. BPM is associated with business process management, a larger framework managing organizational processes db41fdd855

uses the theory to operationalize contextual, process, and outcome variables; db41fdd855 uses the theory to guide the design and implementation of the evaluation; db41fdd855 CoP members can engage with one another in physical settings (for example, in a lunchroom at work, an office, a factory floor), but CoP members are not necessarily co-located. They can form a virtual community of practice (VCoP) where the CoP is primarily... db41fdd855

Actor-network theory It posits that nothing exists outside those relationships. Wright (Ed.), The International Encyclopedia of Social and Behavioral Sciences, 2nd Edition, Oxford, Elsevier: Actor-network theory (ANT) is a theoretical and methodological approach to social theory where everything in the social and natural worlds exists in constantly shifting networks of relationships. 2015. All the factors involved in a social situation are on the same level, and thus there are no external social forces beyond what and how the network participants interact at present. Thus, objects, ideas, processes, and any other relevant factors are seen as just as important in creating social situations as humans. "Actor-Network Theory";, in James D db41fdd855

Changing one component of a system may affect other components or the whole system. It may be possible to predict these changes in patterns of behavior. For systems that learn and adapt, the growth and the degree of adaptation depend upon how well the system is engaged with its environment and other contexts influencing its organization. Some systems support other systems, maintaining... db41fdd855

Text and conversation theory The theory provides a framework. In the theory's simplest explanation, an organization is created and defined by communication. Text and conversation theory puts communication processes at the heart of organizational communication and postulates, an organization doesn't contain communication as a "causal influence", but is formed by the communication within. The theory is built on the notion that an organization is not seen as a physical unit holding communication. This theory is not intended for direct application, but rather to explain how communication exists. In the theory's simplest explanation Text and conversation is a theory in the field of organizational communication illustrating how communication makes up an organization. Communication "is" the organization and the organization exists because communication takes place. conversation is a theory in the field of organizational communication illustrating how communication makes up an organization db41fdd855

Theory-driven evaluation More specifically, an evaluation is theory-driven Theory-driven evaluation (also theory-based evaluation) is an umbrella term for any approach to program evaluation - quantitative, qualitative, or mixed method - that develops a theory of change and uses it to design, implement, analyze, and interpret findings from an evaluation. More specifically, an evaluation is theory-driven if it:. a theory of change and uses it to design, implement, analyze, and interpret findings from an evaluation db41fdd855

Systems theory cohesive groups of interrelated, interdependent components that can be natural or artificial. Every system has causal boundaries, is influenced by its context, defined by its structure, function and role, and expressed through its relations with other systems. A system is "more than the sum of its parts" when it expresses synergy or emergent behavior. systems by Howard T. Odum, Eugene Odum; in Fritjof Capra's study of organizational theory; in the study of management by Peter Senge; in interdisciplinary Systems theory is the transdisciplinary study of systems, i. e db41fdd855

It aims to measure and optimize the overall performance of an organization, specific departments, individual employees, or processes to manage particular tasks. Performance standards are set by senior leadership and task owners which may include expectations for job duties, timely feedback and coaching, evaluating employee performance and behavior against desired outcomes, and implementing... db41fdd855 develops and prioritizes evaluation questions using the theory; db41fdd855 Learning organizations may develop as a result of the pressures facing modern organizations; this enables them to remain competitive in the business environment. db41fdd855

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