



Managing Change, Creativity and Innovation

By Costas Andriopoulos, Patrick Dawson

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Managing Change, Creativity and Innovation brings together comprehensive aspects of change and innovation management, providing students with an accessible and wide-ranging resource for study, debate and inspiration. Balancing theory with practice, this book looks at the human side of managing change and creativity, treating them as interdependent aspects of management and organizations.

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Editorial Review

Review

Previous editions of this book have been widely praised and rightly so. In this new version significant updates and additions have been made to ensure critical engagement with key conceptual advances, contemporary debates and practical insight. As such *Managing Change, Creativity and Innovation* deserves to remain the source of choice for the thoughtful and reflective student of innovation or change practitioner.

(Ian McLoughlin *Professor of Management, Monash University, Australia and Visiting Professor, Warwick University, UK* 2017-01-27)

Dawson & Andriopoulos' book makes a significant contribution to the scholarly literature on organizational change. This well-written and comprehensive book highlights the critical importance of analyzing interactions between individual, group, temporal, and environmental factors throughout the process of organizational change. Presented in an interesting and highly readable style, this book will be of considerable value to students, scholars and business practitioners alike. Highly recommended.

(Professor Kenneth McBey 2017-01-23)

This book does a masterful job of promoting critical thinking to managing change and creativity.

(David M. Boje 2017-02-01)

With each successive edition, this book just gets better and better. It is essential reading for anyone who has an interest in managing and changing organizations.

(Professor Bernard Burnes 2017-01-05)

For students and practitioners, this is a benchmark text on the process of organizational change. Why do many planned changes fail to meet their goals? Change management is often presented as a reaction to business problems, but change can also be proactive, driven by entrepreneurship, leadership, creativity and innovation. Combining these perspectives in a processual framework, this text offers fresh explanations, beyond oversimplified guidelines and complex theories, with new case studies and updated material. The authors present a cross-disciplinary set of models and techniques in a style sensitive to corporate, managerial and individual concerns.

(David A. Buchanan 2017-01-05)

‘By adopting an explicitly processual and temporal stance, Dawson and Andriopoulos go beyond simple prescriptions to conceive change, innovation and creativity as continuously inter-weaving and co-emergent dynamics of social engagement. This novel perspective not only has potential to liberate students and researchers from the constraints of overly abstracted thinking, but it also resonates strongly with the lived experiences of practising managers.’

(Dr Barbara Simpson 2017-01-13)

About the Author

Constantine Andriopoulos is a Professor of Innovation and Entrepreneurship at Cass Business School, City University London. He holds a PhD in Marketing from the University of Strathclyde and has previously worked at the University of Strathclyde, the University of Aberdeen, Brunel University and held a Chair in Strategy at Cardiff Business School. His research focuses on how organizational paradoxes enable innovation in a diverse range of contexts. In particular, he studies how companies in high-velocity markets can excel at both incremental (exploiting current capabilities) and discontinuous innovation (exploring into new space). He also studies the role of curiosity in organizational life. His research, funded by the Carnegie Trust and the Institute for Innovation & Information Productivity, has been published in leading academic journals such as *Organization Science*, *Human Relations*, *Long Range Planning*, *European Journal of Marketing*, *International Small Business Journal*, *International Marketing Review*, among others.

Patrick Dawson is Professor of Change, Creativity and Innovation at the University of Adelaide and Emeritus Professor at the University of Aberdeen. He holds a PhD in industrial sociology from the University of Southampton and during his early career, worked at the University of Surrey and the University of Edinburgh. He moved to Australia in the 1980s and took up a position at the University of Adelaide. In studying change in UK, Australia and New Zealand based organizations, Patrick has worked on a number of Australian Research Council (ARC) and Economic and Social Research Council (ESRC) funded projects in collaboration with scholars at other universities. He has examined change in a number of organizations including: Pirelli Cables, British Rail, General Motors, Hewlett Packard and the CSIRO. Since taking up the Salvesen Chair at Aberdeen he has held visiting professorships at Roskilde University, Lund University and the Danish Technical University in Denmark, an adjunct professorship at Monash University and a research professorship at the University of Wollongong in Australia.

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