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Raymond Caldwell

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in organizations

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Raymond Caldwell : Agency and Change: Rethinking Change Agency in Organizations (Routledge Studies in Organizational Change Development) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Agency and Change: Rethinking Change Agency in Organizations (Routledge Studies in Organizational Change Development):

This excellent book reexamines the limits and possibilities of change, clearly shifting the focus from outmoded debates on agency and structure to new practice-based discourses on agency and change. Offering readers a selective and critical review of key literature and empirical research, it will help students contextualize this complex

subject area and independently evaluate future prospects for effective change agent roles in organizations. Presenting an interdisciplinary exploration of competing discourses, the book uses two overarching conceptual continua: centred agency-decentred agency and systems-processes, thereby allowing a more intensive focus on agency and change. Well-written with challenging content, this book is essential reading for those interested in the origins, development and future prospects for change agency in an organizational world characterized by increasing complexity, risk and uncertainty.

'Agency and Change remains an important critical analysis of organizational change theory as it faces up to new, complex organizational realities.' - Robert Wapshott for *Work, Employment and Society*

About the Author
Raymond Caldwell is Reader in Organizational Change at Birkbeck College, University of London. His research interests include organizational change theories, change agency and leadership, and the role of the HR function in the management of change.