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Facilitating Organization Change: Lessons from Complexity Science

Edwin E. Olson, Glenda H. Eoyang

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Looking for a highly effective alternative to traditional change models?
Finally, an alternative to traditional change models-the science of complex adaptive systems (CAS). The authors explain how, rather than focusing on the macro "strategioc" level of the organization system, complexity theory suggests that the most powerful change processes occur at the micro level where relationship, interaction and simple rules shape emerging patterns.
* Details how the emerging paradigm of a CAS affects the role of change agents
* Tells how you can build the requisite skills to function in a CAS
* Provides tips for thriving in that new paradigm "Olson and Eoyang do a superb job of using complexity science to develop numerous methods and tools that practitioners can immediately use to make their organizations more effective."
--Kevin Dooley, Professor of Management and Industrial Engineering, Arizona State University

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