

How can using multiple lenses to view organizational change help in practical attempts to ensure a level of change 'success' within contemporary workplaces?

Utilizing both the material found in OCP and from your own extended reading this term, critically situate your argument(s) in response. We look through many lenses during OCP and the Smith & Graetz book foregrounds some of the key ones, as do the various papers you have been given. Each lens has its strengths and weaknesses and no lens works in isolation. The term 'success' then is a mutable term. Defining what 'success' can come to look like is within your interpretation here. Especially if we reflect upon the notion that is echoed in both academic and practitioner circles that much of organizational change 'fails'. But what fails and is it that a firm polarity? Surely there are shades of grey in between....and this is where you all come in and provide your very own interpretation.

There will be a specific time/space given over to you to work with your Tutors in discussing your approaches with colleagues. For those who wish to attend, we will also run an open session online during the term so we can discuss ideas together.

As this is an academic essay, the majority of the support you are going to be giving your position should come from peer reviewed sources and thus must be referenced accordingly and consistently.

You can of course use practitioner materials but keep these to a bare minimum and use in the main for comparison/contrast/reflection. Critical engagement is key here. Thus comparing and contrasting, challenging ideas and theory to create a response that is your own 'voice' is what PG work is encouraging you to deliver.