Worren

Organization Design

Simplifying Complex Systems

Organization Design equips readers with advanced tools and frameworks for understanding and redesigning organizations by simplifying complex roles, processes, and structures. Now in a fully updated third edition, it introduces new pedagogical features to spotlight significant debates and encourage critical reflection on core ideas. Grounded in both research and practical experience, this book offers a balanced approach to organizational efficiency and complexity, complemented by actionable insights throughout and supporting online material. Drawing on Russell Ackoff's System Theory, Worren emphasizes the interconnected nature of all organizational elements as a key to support strategic goals. The book is designed around broad thematic areas: from a review of foundational theory to core components of organization design, methodologies for redesign projects, and a diagnostic framework for complex organizations. This structured division enables readers to follow chapters consecutively or consult each section independently. Rigorous in focus, this textbook serves as an authoritative source that bridges academia and the professional world. Students, scholars, and practitioners alike will benefit from its comprehensive guidance and pragmatic orientation.

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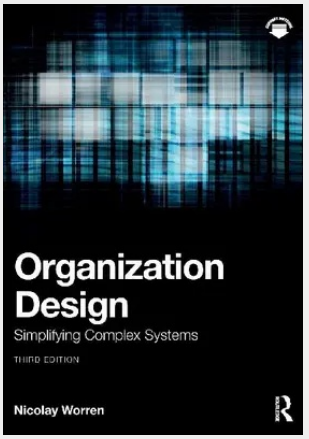

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