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# Strategy and capability : sustaining organizational change

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Abstrak

Modern managers and students of management are inundated with advice on how to change organisations in order to improve their effectiveness. This book makes sense of all this competing advice, considering the best ways for organisations to develop their strategic capabilities in a fast-changing world.The authors map all the major routes to organisational improvement and classify them into a number of basic categories. Five separate categories, each with its own theoretical provenance, are identified, and each type of approach is assessed and evaluated. The authors ' approach draws on both strategy and human resource management, and highlights the interesting and subtle relationships between strategy and capability.The book is highly practical, enabling the manager or HR professional, through an informed understanding of the advice available, to assess which solutions are most appropriate for their organisation.