

Knowledge for Action: A Guide for Overcoming Barriers to Organizational Change, by Chris Argyris. (1992). San Francisco: Jossey-Bass. 309 pp., \$33.95 cloth.

This newest book by Chris Argyris reflects his continued interest in producing knowledge that is useful for informing and transforming action. Argyris promotes the book as a mechanism for understanding, creating, and using knowledge for action, knowledge that, he argues, results in more effective interaction and sustained change in the often compromising and defensive structures present in many organizational contexts. Like Kurt Lewin (1948), whose example he follows, Argyris is committed to the joint work of solving problems in practice and constructing sound theory. Lewin has been called the father of action research and Argyris's theory of action science also involves research on action in order to bring about change.

Another of Argyris's stated goals in this text is the design of a research methodology capable of producing not just applicable knowledge for practitioners, but knowledge that is actionable, testable, and valid from the standpoint of both researchers and participants. Argyris uses the book to illustrate how an action research project produced the knowledge used to re-create an organization; he also explains how the same techniques can be used to change "organizational politics that discourage organizational learning . . . at the highest level of management" (p. xii) as well. Throughout the book, Argyris explains his approach, analysis, and intervention as an action researcher while simultaneously constructing a theory of actionable knowledge. Argyris's variant of action research is called action science.

The book offers those of us who teach action research and action science a book-length description of an intervention. *Knowledge for Action* describes Argyris's work with a consulting firm over five years. As in all action research, the directors of the organization are active partners in the process. They validate the results and benefit from any knowledge gains from the intervention. The participants collaboratively identify problems in the form of defensive routines in their organization, and they acknowledge the presence of these routines in themselves. They embark on a change effort to learn to identify and eliminate these defensive routines through cycles of action and reflection.

Knowledge for Action chronicles Argyris's five-year effort with the seven owner-directors of a management consulting firm, and its re-creation as a learning organization. The book reads almost like a novel, with defensive routines being the villains, and the directors (with Argyris's help) the heroes. The reader becomes engaged with the trials and efforts of the consultants and peers over Argyris's shoulder at their trial-and-error learning of more effective interaction.

Chapter One is a review of the social science literature in which govern-

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Table of Contents Knowledge For Action A Guide To Overcoming Barriers To Organizational Change

1. Understanding the eBook Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - The Rise of Digital Reading Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Advantages of eBooks Over Traditional Books
2. Identifying Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Knowledge For Action A Guide To Overcoming Barriers To Organizational Change

- User-Friendly Interface
- 4. Exploring eBook Recommendations from Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Personalized Recommendations
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change User Reviews and Ratings
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change and Bestseller Lists
- 5. Accessing Knowledge For Action A Guide To Overcoming Barriers To Organizational Change Free and Paid eBooks
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change Public Domain eBooks
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change eBook Subscription Services
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change Budget-Friendly Options
- 6. Navigating Knowledge For Action A Guide To Overcoming Barriers To Organizational Change eBook Formats
 - ePub, PDF, MOBI, and More
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change Compatibility with Devices
 - Knowledge For Action A Guide To Overcoming Barriers To Organizational Change Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Highlighting and Note-Taking Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Interactive Elements Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
- 8. Staying Engaged with Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
- 9. Balancing eBooks and Physical Books Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
- 10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time
- 11. Cultivating a Reading Routine Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Setting Reading Goals Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Fact-Checking eBook Content of Knowledge For Action A Guide To Overcoming Barriers To Organizational Change
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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