

PUBLICATIONS

- Grady, James (2014). “Reconciling Today’s Organizational Culture with Yesterday’s Human Nature”. *Proceedings of the Association of Change Management Professionals Global Conference*, Orlando, FL. White Paper.
- Grady, Victoria and Grady, James (2013) *The Pivot Point: Success in Organizational Change*. Morgan-James Publishing, New York.
- Grady, Victoria and Grady, James. (2012) “The Correlation Between Bowlby’s Attachment Theory And The Failure of Organizational Change Initiatives: Further Exploration of the Organizational LOE and Its Roots in Psychoanalytic Literature.” *Journal of Change Management*, 1-17.
- Grady, James and Grady, Victoria. (2011). “Organizational Mistrust: Exploring the issues, Pondering Its Fate....” *Journal of Organisational and Social Dynamics*, Volume 11 no 1, pp41-58.
- Grady, Victoria M, Magda, Beverly, and Grady, James D. (2011). “Organizational Change, Mental Models And Stability: Are They Mutually Exclusive Or Inextricably Linked?” *Journal of Organizational Development*, Fall Vol 29, No. 3.
- **Grady, Victoria M., Gleckel, Erika A., and Grody, Erin R. (2009). “The Organizational Loss Of Effectiveness (LOE) Model And The LOE Index: A Quantitative Measurement Tool For Identifying Individual Symptomatic Response To Technological Change,” *Integration Journal*, 97-106.
- **This article received the Leadership Excellence Award.
- Grady, Victoria and Grady, James. (2008). “Winnicott’s Potential Space And Transitional Objects: Implications For The Organizational Change Process And Its Previously Defined Relationship To An Organizational Loss Of Effectiveness (LOE).” *Journal of Organisational and Social Dynamics*, vol 8 no 2, 278-297.
- Grady, Victoria M. and Grady, James D. (2007) “KM Technologies and the Organizational LOE: The Unintended Consequence of Constant Organizational Change,” Kevin O’Sullivan (Eds), *Strategic Knowledge Management in Multinational Organizations*, (pp 104-118). Pennsylvania: IGI Global.
- Grady, Victoria, (2005). “Studying the Effect of Loss of Stability on Organizational Behavior: A Perspective on Technological Change,” dissertation manuscript, The George Washington University.

Grady (Goetz), V. and Hamner, M. (2004). "The Effect of Technological Change on Organizational Effectiveness," American Society of Engineering Managers Practice Periodical. Vol 1, no 2.

Grady, Victoria, (2002). "Development of a Tool to Measure Organizational Anacletic Depression as a Result of the Turbulent Technology Revolution," unpublished dissertation proposal manuscript, The George Washington University.

ACADEMIC AND PROFESSIONAL CONFERENCE PROCEEDINGS

Grady, Victoria and Grady, James (2014, October) "Impact Of Leadership Succession On Family Business Culture". Family Firm Institute 2014 Global Conference, Washington, D.C. (under review).

Grady, Victoria, Schmid, Virginia, and Grady, James (2014). "Up-Front Analysis...*How's That Workin' Out For Ya?*" International Society for Performance Improvement 2014 Global Conference, Indianapolis, In.

Osnes, Gry and Grady, James (2013, October) "Succession as Strategy Process, Survival and Trust; Defining the Phenomena and Implications for Family Businesses" Family Firm Institute Global Conference 2013, San Diego, Ca.

Grady, Victoria and Grady, James (2013, July) "Use of a Quantitative Tool to Identify, Measure, Track Symptoms Emerging in Employees as a Result of Organizational Change: A Professional Development Workshop." International Society for the Psychoanalytic Study of Organizations. Oxford, England.

Grady, Victoria M. Gry Osnes, and Grady, James D. (2013, March). "Contributions of Family Capitalism to Modern Organizations." Society for the Advancement of Management International Conference, Washington, DC.

Grady James, Osnes Gry, Hou Olive, and Grady, Victoria. (2012, October). "International Dynamics of Succession in Family Businesses: A Preliminary Report of a Book Project." Organization Promoting the Understanding of Society: Annual Conference. London, England.

- Grady, Victoria M. and Grady, James D. (2012, June). “The International Dynamics of Family Businesses.” Processings of the International Society for the Psychoanalytic Study of Organizations. San Diego, Ca.
- Grady, Victoria. (2011, May) “The Qualitative Process and the Quantitative Tool.” *Proceedings from Best Practices in Change Management: ACMP Inaugural Global Conference*. Orlando, Florida.
- Grady, James and Grady, Victoria (2011, “September) Employee Reaction to Change Initiatives and the Hidden Impact on the Organization.” American Association of Oral and Maxillofacial Surgeons, Philadelphia, Pa.
- Grady, Victoria M. and Grady, James D. (2010, November). “The Correlation Between Bowlby’s Attachment Theory and the Failure of Organizational Change Initiatives: Further Exploration of the Organizational LOE and Its Roots in Psychoanalytic Literature.” *Proceedings of the OPUS International Conference- Organisational and Social Dynamics*, London, England.
- Grady, Victoria and Magda, Beverly. (2010, May). “Organizational Change, Mental Models And Stability: Are They Mutually Exclusive Or Inextricably Linked?” *Proceedings of the Eastern Academy of Management*, Portland, Maine.
- Grady, James D. and Grady, Victoria M. (2009, November). “Critical Components of Organizational Trust: Raising the Issue, Exploring the Origin, Pondering the Cure....” *Proceedings of the OPUS International Conference- Organisational and Social Dynamics*, London, England.
- Grady, Victoria M. (2008, June). “The LOE Index: A Quantitative Change Measure for the Individuals that are Collectively the Organization.” *Proceedings of the International Society for the Study of Organizations 25th Annual Meeting*, Philidelphia, Pennsylvania.
- Grady, V., Davis, E. B., Olsen, N., Duffy, S., & Ciampaglio, T. (2008, May). The Power of Effect. Panel presentation: Papers on organizational effectiveness. *Proceedings of the Eastern Academy of Management*, Washington, DC.
- Grady, Victoria M. and Grady, James D. (2007, June) “Potential Space and Transitional Objects: Implements for The Understanding and Management Of Organizational Loss Of Effectiveness (LOE),” *Proceedings of the International Society for the Study of Organizations 24th Annual Meeting*, Stockholm, Sweden.
- Grady (Goetz), V. and Hamner, M. (2004, October). “The Deterioration from an Organizational Loss Of Stability Into An Organizational LOE,” *Proceedings of the 2004 American Society Engineering Management National Conference*, Alexandria, VA.

Grady-Goetz, V. and Hamner, M. (2003, October). “Identifying Behavioral Symptoms in the Workplace That Can Evolve Into An Organizational Loss of Effectiveness,” Proceedings of the 2003 American Society Engineering Management National Conference.

OTHER PRESENTATIONS

Grady, Victoria M. (2010, November). “The Binky in the Boardroom....and on the Factory Floor.” *TEDx Huntsville*, Huntsville, AL.

Grady, Victoria M. and Grady, James D. (2010, October). “Complexity and Organizational Change: The Impact on the 21st Century Workforce.” *Alabama Workforce Development Conference: Hosted by Governor’s Office of Workforce Development*, Birmingham, AL.

Grady, Victoria. (2010, April) “Measuring Individual Response to Organizational Change.” *Proceedings from Best Practices in Change Management: ProSci Global Conference*. Las Vegas, Nevada.

Goldstein, Dahna and Grady, Victoria. (2009, December). “The Doctor Is In: Technology Meets Psychology In Your Organization.” *Monthly Web-Teleconference for the Non-Profit Technology Network (NTEN)*.

Grady, Victoria M. (2009, June 6-17). “*Organizational Change: Defining the Process*,” Intensive Program on Strategy, Entrepreneurship and Leadership. State University of Management, Moscow, Russia.

Grady, Victoria M. and Magda, Beverly (2008, August) “A Model for Managing Technological Change in an Organization,” *Proceedings of the American Society of Association Executives Annual Meeting*, San Diego, California.

Grady, Victoria M. and Magda, Beverly. (2008, April). “Change: What is it Good for?,” *Proceedings of the Team Approach User Forum: Executive Track*, Boston, Massachusetts.

Grady, Victoria M. and Magda, Beverly. (2007, December) “A Model for Managing the Human Side of Technology Change,” *Monthly Web-Teleconference for Executive Council of Chief Information Officers*.



Grady, Victoria M. and Magda, Beverly. (2007, February). "The Human Side of Technology Change," *Proceedings of the American Society of Association Executives: Technology Conference*, Washington DC.