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Here the example of the Russian oil industry in the context of transition from a planned to a market economy is used to develop a three-stage framework for organisational transformation. Four longitudinal case studies of Russian oil companies are drawn upon to . The purpose of the research was to develop concepts, models and schemes to make sense of (Schwandt,) what is going on in the transformation of the Russian oil companies by interaction You are not authenticated to view the full text of this chapter or article. Four longitudinal case studies of Russian oil companies are drawn upon to explain the process of organisational transformation. The book highlights how and why this process differs between companies within the same industry, explores the complexity of the change process and discusses the importance of the top management team.

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