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Development goes  
beyond the  
organizational level to  
look at the application  
of OD on community,  
national, regional, and  
global levels. And it  
successfully combines  
theory and practice;  
process and outcomes;

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affective results;  
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doctorate in Business  
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in the realm of OD for  
more than 35 years.

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development is any  
process or activity,  
based on the behavioral  
sciences, that, either  
initially or over the long  
term, has the potential to  
develop in an  
organizational setting  
enhanced knowledge,  
expertise, productivity,



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satisfaction, income,  
interper-sonal  
relationships, and other  
desired outcomes,  
whether for personal or  
group/team gain, or for  
the benefit of an  
organization,  
community, nation,  
region, or, ultimately,  
the whole of humanity.

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Development provides readers with an overview of the field and acquaints them with the basic principles, practices, values, and skills of OD.

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development (OD) is the study of organizational change and performance which involves an ongoing, systematic process of implementing effective organizational change.

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Organizational development (OD) is a strategic process of organizational improvement, addressing an organization's changing needs through careful assessment and planned intervention. OD is now often paired or combined with strategic HR management.

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A unifying framework for thinking about processes —or sequences of tasks and activities — that provides an integrated, dynamic picture of organizations and managerial behavior.

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look at the application  
of OD on community,  
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successfully combines  
theory and practice;...

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development is aimed at organizational effectiveness. It, therefore, has a number of (business) outcomes. These can differ between organizations, but usually, they do include financial performance, customer satisfaction, organizational member engagement, and an increased capacity to

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adapt and renew the  
organization.

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McLean. San Francisco:

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experience that provides  
participants with core  
concepts and skills

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necessary for managing  
and leading change  
inside organizations and  
for consulting to  
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PPOD offers  
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opportunity to learn  
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Development ...~~

outcomes of  
organizational  
development processes  
(e.g., advance  
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organization's  
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The Objective of the  
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The objective of the organizational development process is to: identify and address problems instead of neglecting them. focus on human, social, relational, and structural changes. have a planned, proactive change in an organization, that addresses an identified

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Development

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between heavy theory  
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an emphasis on  
performance and results  
in addition to an  
overview of tools,

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techniques, and  
processes. Covering  
basic steps such as  
marketing, start-up,  
planning, and  
evaluation, the book  
includes a  
comprehensive  
discussion of  
implementation from  
the individual level to  
the global.

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Designed for use in undergraduate and graduate programs in organization development, management, human resource development, and industrial and organizational psychology, Organization Development provides readers with an overview of the field

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and acquaints them with the basic principles, practices, values, and skills of OD. Covering every aspect of the work of an OD professional and featuring numerous illustrative case studies, it shows how OD professionals actually get work and what the first steps in any OD effort should be. Author Gary McLean surveys

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different ways to assess an organizational situation—including a comparison of the Action Research and Appreciative Inquiry models—and provides forms for devising an action plan based on that assessment. He then looks at how to choose and implement a range of interventions at different levels, as well



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as how to evaluate the  
results of an  
intervention.

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Development goes

beyond the  
organizational level to  
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successfully combines  
theory and practice;  
process and outcomes;

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affective results;  
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## Processes

Resource added for the  
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Development program  
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This work holds true,  
proving that

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Development may have

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changed since the late-1980s but that people in organisations largely have not. In a corporate environment increasingly prone to a state of "permanent temporariness", organisation development has become an increasingly powerful tool to use in increasing the amount of responsible freedom

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workers must have to make choices that will allow them to not only cope but thrive. This book is written in a simple and pragmatic language and book will help students in understanding the very concepts of organisational developments.

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new edition of the classic book offers contributions from experts in the field (Warner Burke, David Campbell, Chris Worley, David Jamieson, Kim Cameron, Michael Beer, Edgar Schein, Gibb Dyer, and Margaret Wheatley) and provides a road map through each episode of change

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facilitation. This updated edition features new chapters on positive change, leadership transformation, sustainability, and globalization. In addition, it includes exhibits, activities, instruments, and case studies, supplemental materials on accompanying Website.

This resource is written

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for OD practitioners,  
consultants, and  
scholars.

In a tumultuous global  
business environment,  
change is a constant.  
Organizations are  
affected by many factors  
from the local economy  
to global competition.  
To be successful they  
must do more than react  
to changes, they need to

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be proactive.  
Organization  
Development  
Principles  
Fundamentals provides  
a starting point for those  
interested in learning  
more about taking this  
proactive approach. The  
authors explore the  
many facets of  
organization  
development and  
change management,  
including the theories,



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models, and steps necessary to complete the process. This is a perfect resource for professionals who are just starting out in the OD field or who want to brush-up on the basics.

After reading this book, you will be able to:

- Define organization development and change management.

- Implement a change

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effort. Understand the competencies required of successful change agents. Recognize and solve ethical dilemmas related to change.

A Dynamic New  
Approach to  
Organizational Change  
Dialogic Organization  
Development is a  
compelling alternative  
to the classical action

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research approach to  
planned change.  
Organizations are seen  
as fluid, socially  
constructed realities that  
are continuously created  
through conversations  
and images. Leaders and  
consultants can help  
foster change by  
encouraging disruptions  
to taken-for-granted  
ways of thinking and  
acting and the use of

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generative images to stimulate new organizational conversations and narratives. This book offers the first comprehensive introduction to Dialogic Organization Development with chapters by a global team of leading scholar-practitioners addressing both theoretical

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foundations and specific  
practices.

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## Processes

Learn from experts at  
the world's top  
organizations! Best

Practices in  
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Development and

Change is a state-of-the-  
art resource that

presents the most

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important ideas and effective strategies from experts and top companies in the field.

Comprehensive in scope, the book addresses the five most important organization development or human resource development (OD/HRD) topics--organization development and change, leadership

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development, recruitment and retention, performance management, and coaching and mentoring--and offers a practical framework for design, implementation, and evaluation. It includes best-practice case studies from seventeen leading organizations that have achieved their change

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objectives. The case studies will help you:

- Analyze the need for the specific OD/HRD initiative
- Build a solid business case for OD/HRD
- Identify the audience for the initiative
- Design an effective OD/HRD initiative
- Implement a successful design of the initiative
- Evaluate the effectiveness of the



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initiative You'll benefit from expertise at trend-setting companies such as: Kraft Foods

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extremely important

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plus vivid and important

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what they're doing to  
lead change." —Warren  
Bennis, author, *On  
Becoming a Leader and  
Organizing Genius*

This textbook covers the  
fundamentals of  
organizational  
development and  
change (ODC) theory  
while offering a  
comprehensive,  
structured, and

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systematic approach to  
guide change  
management strategies  
at the organization level.

It provides an in-depth  
understanding of and the  
tools necessary for  
designing, diagnosing,  
implementing and  
evaluating  
organizational change  
interventions. Students  
will be exposed to case  
studies in ODC from

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selected international  
and Caribbean/Latin  
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into today's

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Organization \* Team up  
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senior-level staff in  
leading a change project

\* Put employee  
engagement to practical  
use and involve "minds,  
hearts, and hands" in the  
important work of the

organization \* Operate  
effectively in cross-  
cultural and virtual  
working situations

Comprehensive and



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