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The Developing Organization

**Thomas G. Cummings, Christopher G.
Worley**



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Organization Development Gary McLean,2005-12-02 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 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 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 as how to evaluate the results of an intervention

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Organization Development Fundamentals William J. Rothwell,2015-01-02 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 be proactive Organization Development 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 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 effort Understand the competencies required of successful change agents Recognize and solve ethical dilemmas related to change

Organization Development Robert T. Golembiewski,1989-01-01 Presents a forum for the ideas and experiences of a researcher and consultant concerned with change in organizations This volume responds to an avalanche of social criticism that has been directed at bureaucracy organizational America and the organizational ethic It gives you a hands on view of the history and character of this field *Organization Development & Change* Christopher Worley,THOMAS. WORLEY CUMMINGS (CHRISTOPHER. DONOVAN, PAUL.),Paul Donovan,2025-02-21 **Organization, Development and Change** Edgar F. Huse,1975 **Standards Development Organization Advancement Act of 2003**

United States. Congress. House. Committee on the Judiciary. Task Force on Antitrust,2003 **The Management of Non-Governmental Development Organizations** David Lewis,2004-08-02 Exploring the newly emerging field of the management of Non Governmental Organizations NGOs working in developing countries this informative book draws upon current research in non profit management development administration and business management Key issues covered include the changing global and local contexts of development co operation management technologies such as empowerment and stakeholder analysis structural issues such as accountability governance and participation learning and diversity dealing

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Organization Development Janet Cooper Jackson,2006 This work addresses the human and social dynamics of change on organization members The effects of such changes ultimately influence the success or failure of the organization s change initiatives Rather than focus on the process or technology of change as many previous works have done the premise of this work is to address the human dynamics that are crucial for any change initiative to be effective In essence Jackson emphasizes that people do indeed come first for any plan involving organizational change Other important factors addressed in Organization Development include considering the entire organization and understanding that each change affects the entity as a whole recognizing organizational learning as a key to inspiring members to learn together and the development of a cadre of leaders who are willing to take the organization forward as opposed to solitary leadership This work is ideal for students or practitioners of Organization Development OD and provides methods and practices that focus on improving the effectiveness of organizations ides methods and practices that focus on improving the effectiveness of organizations ides methods and practices that focus on improving the effectiveness of organizations

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Concept-driven Development and the Organization of the Process of Change ,1996 The Swedish Working Life Fund a temporary organization functioning from 1990 to 1995 distributed 10 billion Swedish crowns for workplace development and initiated 25 000 projects About half of the total labor market was affected This evaluation study which is built on case studies as well as a survey of a representative sample of the project population describes the emergent characteristics of organization development in Swedish enterprises and services In order to locate the efforts of the Fund within an explanatory context the study draws on the idea of concept driven change of participation in development processes of development coalitions of infrastructure for change and of a society that is supportive of change

Organization Development Julie Hodges, 2020-02-08 This engaging and accessible textbook shows the importance and role of organizational development around the world within the context of organizational change Fostering an analytic approach to organizational issues it charts the evolution of the field and shows how today OD fosters organizational effectiveness and individual wellbeing Firmly grounded in a global perspective it provides a contemporary analysis of OD and highlights the key diagnostic and intervention techniques that can be used to build organizational effectiveness With a range of critical perspectives skills development exercises and practitioner insight this book blends theory and practice to show OD s conceptualization and its application to contemporary issues faced by organizations Suitable for upper undergraduate postgraduate and MBA level this is the ideal textbook for anyone studying organizational development

Essentials of Organization Development and Change Thomas G. Cummings, Christopher G. Worley, 2001 A streamlined version of Cummings and Worley s market leading Organization Development and Change this text applies behavioral science knowledge to the development of organization strategies structures and processes It is ideal for short courses or those that include more case work or outside projects

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