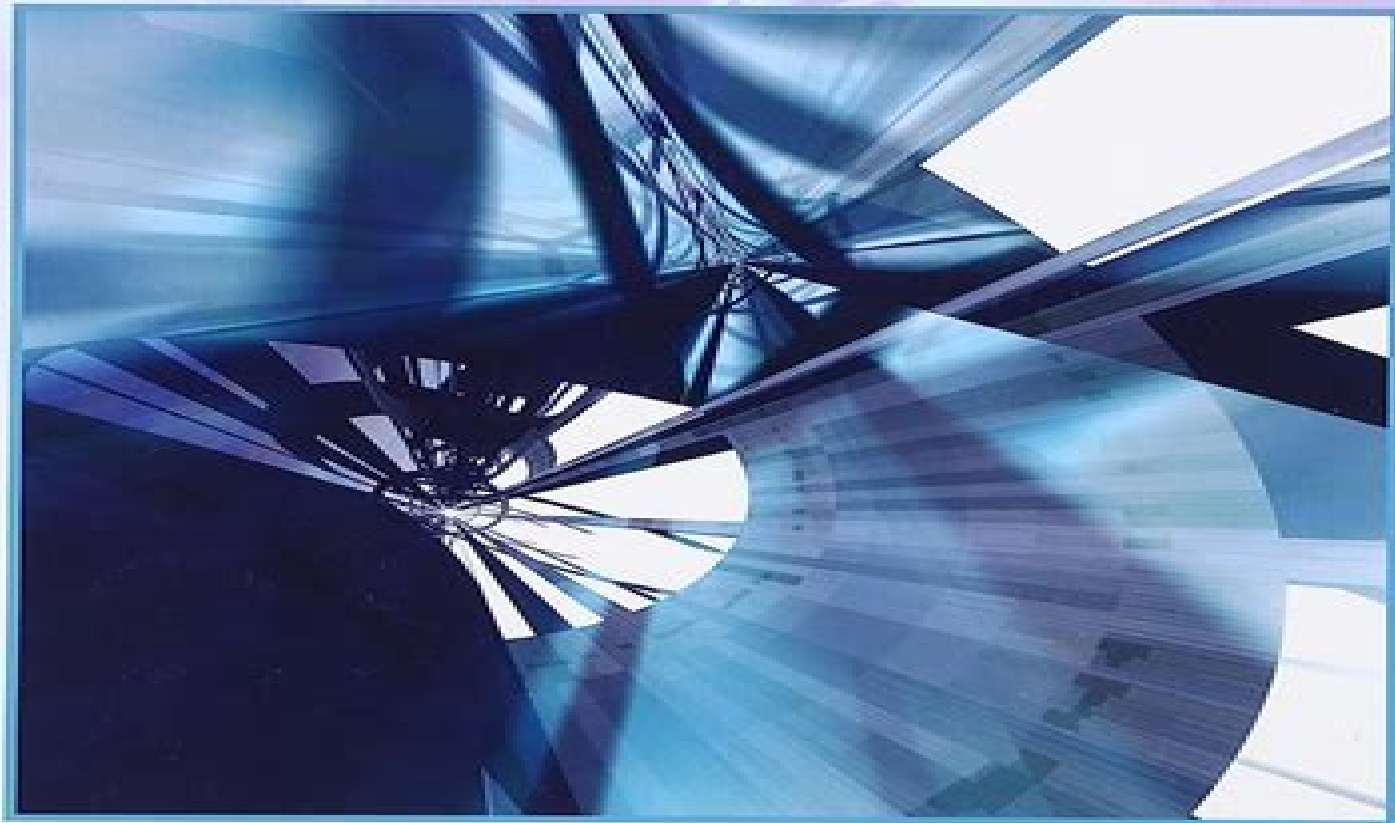


An Experiential Approach to
**ORGANIZATION
DEVELOPMENT**

Eighth Edition



DONALD R. BROWN

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Organization Development Interventions William J. Rothwell, Sohel M. Imroz, Behnam Bakhshandeh, 2021-09-02 To effectively adapt and thrive in today's business world organizations need to implement effective organizational development OD interventions to improve performance and effectiveness at the individual group and organizational levels OD interventions involve people trust support shared power conflict resolution and stakeholders participation just to name a few OD interventions usually have broader scope and can affect the whole organization OD practitioners or change agents must have a solid understanding of different OD interventions to select the most appropriate one to fulfill the client's needs There is limited precise information or research about how to design OD interventions or how they can be expected to interact with organizational conditions to achieve specific results This book offers OD practitioners and change agents a step by step approach to implementing OD interventions and includes example cases practical tools and guidelines for different OD interventions It is noteworthy that roughly 65% of organizational change projects fail One reason for the failure is that the changes are not effectively implemented and this book focuses on how to successfully implement organizational changes Designed for use by OD practitioners management and human resources professionals this book provides readers with OD basic principles practices and skills by featuring illustrative case studies and useful tools This book shows how OD professionals can actually get work done and what the step by step OD effort should be This book looks at how to choose and implement a range of interventions at different levels Unlike other books currently available on the market this book goes beyond individual group and organizational levels of OD interventions and addresses broader OD intervention efforts at industry and community levels too Essentially this book provides a practical guide for OD interventions Each chapter provides practical information about general OD interventions supplies best practice examples and case studies summarizes the results of best practices provides at least one case scenario and offers at least one relevant tool for practitioners

Subject Catalog Library of Congress, 1982 *The Strategic Drucker* Robert W. Swaim, 2010 Peter F Drucker is known as the father of modern management and since his death in November 2005 interest in him his concepts and his books has only grown In this book Robert W Swaim outlines Drucker's growth strategies and marketing insights **An Experiential Approach to Organization Development** Donald F. Harvey, Donald R. Brown, 2001 A book that makes the complex and fascinating world of managing people easy to grasp and enjoyable to study In this new sixth edition of their successful book Don Harvey and Don Brown give you an integrated and comprehensive view of the field of organization development Whether you are an introductory student a novice in the field or a practicing manager these authors make it simple to understand and utilize the newest approaches concepts and techniques User friendly practical and realistic An Experiential Approach to Organization Development Sixth Edition presents both conceptual and experiential approaches as it focuses on the real world of organization development Exciting examples and innovative applications show you how OD is applied in

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