

Organization Development Classics



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The Practice and
Theory of Change—
The Best of
the *OD Practitioner*

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David A. Kolb



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Organization Development Classics Judith C. Hoy, Dixie Cody Van Eynde, 1997-10-15 The articles included in this compilation were culled from more than one hundred back issues of the OD Practitioner articles that the editors felt represented the leading edge of the field articles that have encouraged practitioners over the years to think broadly and deeply about the work they do and how they do it In these pages readers will gain a historical perspective on both the theory and work of organization development that will greatly inform their practice They will discover reports and research that have moved the field ahead They will gain an appreciation of the foresight the field's founders and innovators had regarding OD's possibilities and usefulness And they will benefit from a wealth of innovative thinking as relevant today as when originally published thinking that will continue to impact the practice of organization development for many years to come

Practicing Organization Development William J. Rothwell, Roland L. Sullivan, 2005-03-04 Since it was first published in 1995 Practicing Organization Development has become a classic in change management Now completely revised and updated editors Rothwell and Sullivan leaders in the field of OD and numerous expert practitioners walk you through each episode of change facilitation You'll find exhibits activities instruments and case studies You'll get help applying each phase of a popular emerging change making model And you'll find include applied research and insights from a wide variety of well known OD practitioners and academicians Included in this comprehensive resource are an instructor's guide ever expanding materials on the Web and a companion CD ROM with PowerPoint slides and supplemental materials Practicing Organization Development is packed with useful current proven direction on applying OD principles in the real world order your copy today

Organization Development Donald L. Anderson, 2016-10-20 Organization Development The Process of Leading Organizational Change Fourth Edition offers a comprehensive look at individual team and organizational change covering classic and contemporary organization development techniques Today's practitioners seek a solid foundation that is academically rigorous but also relevant timely practical and grounded in OD values and ethics In this bestselling text author Donald L Anderson provides students with the organization development tools they need to succeed in today's challenging environment of increased globalization rapidly changing technologies economic pressures and evolving workforce expectations

Organizational Change Craig Kuriger, 2004-12 This book looks at the current theories of organizational change through the examination of actual cases Organizational change is looked at from the different perspectives of organizational culture personal reaction interface with the organization environment organizational dynamics and decision making

Organizational Development Through Planned Change David A. Kolb, 2017-10-19 Excerpt from Organizational Development Through Planned Change A Development Model The last area is one of the most important issues in the contract negotiation process power gaining the influence necessary to work effectively in the client system There are four primary sources of this power 1 the legitimately constituted authority of the system the president says one should do this 2

expert power the prestige of a consultant or the compelling logic of a solution 3 coercive power and 4 trust based power the informal influence that flows from collaborative problem definition and solution While in most change projects power from all four of these sources is brought to bear in implementation of the change the power derived from collaborative problem definition is often especially critical to the success of those planned change efforts where the system's formal power structure and experts are seen to be the object and or causes of the problem to be solved About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books Find more at www.forgottenbooks.com This book is a reproduction of an important historical work Forgotten Books uses state of the art technology to digitally reconstruct the work preserving the original format whilst repairing imperfections present in the aged copy In rare cases an imperfection in the original such as a blemish or missing page may be replicated in our edition We do however repair the vast majority of imperfections successfully any imperfections that remain are intentionally left to preserve the state of such historical works

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Work Psychology and the Climate Crisis Jan Maskell, 2025-09-17 This book explores the psychological impact of climate change on organisations and individuals encouraging the reader to consider the ways in which they can take action to address this critical issue Written in a clear and concise style with an emphasis on the application of theory to practice the author takes topic areas from work psychology to help readers identify methods which are appropriate to them personally and for their organisations Topics such as the management of change leadership engagement and wellbeing at work are of interest to many professionals in the workplace The climate crisis makes it even more important that these issues are addressed in a systematic robust and effective manner This is a handbook of the psychological principles underpinning the actions required to support encourage and enable individuals managers and leaders to implement the range of actions required in their organisations and practice This is a valuable resource for students academics and practitioners of occupational psychology environmental psychology and sustainable business It will also be of interest to a variety of other practitioners and researchers interested in climate mitigation as well as businesses and HR professionals looking to use occupational psychology in their climate strategies and those working in green jobs

Organization Development W. Burke, Debra Noumair, 2017-05-17 Organization Development Third Edition is today's complete overview of the OD discipline

for managers executives administrators consultants and students alike Fully updated to reflect major changes since the classic Second Edition it explains how OD is now practiced and how it is continuing to evolve The authors illuminate each key theory in the field giving readers the background they need to translate theory into action make key choices help organizations learn and lead change **Humanistic Consulting** David Noer,2017-06-06 When organizational leaders reflect on who has most influenced their careers they often name a humanistic consultant A humanistic approach to working with people and organizations spans leadership development executive coaching organization development and efforts to transform and revitalize systems The tools are borrowed from diverse sources its effectiveness relies on a compassionate practitioner Tracing the historical roots of the practice this book explores the elements that shape humanistic consulting and give it powerful versatility Insights are offered for consultants managers and students alike Practicing Organization Development William J. Rothwell,Jacqueline M. Stavros,Roland L. Sullivan,Arielle Sullivan,2009-10-09 Completely revised this 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 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 for OD practitioners consultants and scholars

Classics of Organization Theory Jay M. Shafritz,J. Steven Ott,1992 This volume collects the most important works in organization theory as written by the most influential authors in the field These are the works of the masters and having withstood the test of time the ideas presented by each of the works are commonly referenced in the study of organizational theory This text is designed to help students learn about understand and appreciate key themes and perspectives in the field The authors begin the text by describing what organization theory is how it has developed and how its development has coincided with developments in other fields Each chapter focuses on one major perspective of organization theory helping students absorb these concepts before moving onto new ones *Dialogic Organization Development* Gervase R. Bushe,Robert J. Marshak,2015-05-26 A Dynamic New Approach to Organizational Change Dialogic Organization Development is a compelling alternative to the classical action 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 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 foundations and specific practices Organization Development Robert Smither,John Houston,Sandra McIntire,2016-06-03 Organization Development Strategies for Changing Environments Second Edition aims to help

managers of the future successfully plan for and manage changes in the workplace The book teaches students how to conceptualize and implement planned interventions to increase organizational effectiveness Building on the success of the previous edition Smither Houston and McIntire maintain the foundational and historical organization development content while incorporating a number of key changes new material on change management globalization diversity sustainability ethics talent management and emotional intelligence a greater emphasis on the practical application of the theory new case studies focusing on current business dilemmas that align with the chapter objectives This edition brings this classic book into the 21st century making it a valuable resource for students of organizational development organizational behavior change management and leadership

Organization Development and Change Edgar F. Huse,1975 Handbook of Organization Development Thomas G. Cummings,2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues *Doing Action Research in Your Own Organization* David Coghlan,Teresa Brannick,2005 This text provides a primer on action research and how to use it to understand organizations The author s unique resource addresses the potential pitfalls the politics and ethics of researching your own organization

Theories of Organizational Structure and Process John B. Miner,1982 *Organization Theory* Derek S Pugh,2007-10-04 Covering three main areas of interest those of the structure of organisations management and decision making as well as that of organisational behaviour this edition contains a vast amount of new contributions It is a widely acknowledged text in its field and an essential handbook for all those it concerns Organizational Development in Health Care Organizations Newton Margulies,John D. Adams,1982

DIALOGIC ORGANIZATION DEVELOPMENT GERVASE R. BUSHE AND ROBERT J. MARSHAK,2015

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