



Organizational Assessment

A STEP-BY-STEP GUIDE
TO EFFECTIVE CONSULTING

Harry Levinson

Organizational Assessment A Step By Step Guide To Effective Consulting

Michael Hoelscher



Organizational Assessment A Step By Step Guide To Effective Consulting:

Organizational Assessment Harry Levinson, 2002-01-01 The guidelines presented are relevant not only to businesses but also to a wide range of other organizations such as hospitals schools and churches **BOOK JACKET**

The Wiley-Blackwell Handbook of the Psychology of Leadership, Change, and Organizational Development H. Skipton Leonard, Rachel Lewis, Arthur M. Freedman, Jonathan Passmore, 2016-09-06 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of leadership change and OD Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee well being organizational creativity and innovation positive psychology and Appreciative Inquiry and leadership culture fit Contributors include David Cooperrider Manfred Kets de Vries Emma Donaldson Feilder Staale Einarsen David Day Beverley Alimo Metcalfe Michael Chaskalson and Bernard Burnes

Destructive Leaders and Dysfunctional Organizations Alan Goldman, 2009-12-10 Organizational behavior and leadership research has traditionally been deeply influenced by positive psychology and appreciative inquiry Yet in recent times a wave of corporate scandals and spectacular organizational failures has forced management and organizational theorists to rethink this approach Unethical CEO behavior white collar crime property deviance employee grievances and lawsuits organizational terrorism and workplace violence have all provided the impetus for an examination of the darker side of leadership In *Destructive Leaders and Dysfunctional Organizations* Alan Goldman draws on his extensive experience as a management consultant and executive coach to provide a fascinating behind closed doors account of troubled leaders and the effect they have on their organizations Featuring clinical case studies ranging from the fashion industry to an aeronautical engineering corporation the book explores the damaging effects of destructive leadership on organizations and provides the tools necessary for early recognition assessment and treatment

Specialty Competencies in Couple and Family Psychology Mark Stanton, Robert K. Welsh, 2011-06-09 Specialty Competencies in Couple and Family Psychology provides a comprehensive explanation of the competencies involved in the specialty and illustrates how complexity reciprocity interdependence adaptation and self organization are important aspects of the epistemology of a couples and family approach

Derailed Organizational Interventions for Stress and Well-Being Maria Karanika-Murray, Caroline Biron, 2015-07-30 Providing an overview of researchers and practitioners confessions on the fascinating phenomenon of failed or derailed organizational health and well being interventions and contextualizing these confessions is the aim of this innovative volume Organizational intervention failures paradoxes and unexpected consequences can offer a lot of rich and extremely useful practical lessons on intervention design and implementation and possibly on the design of future research on organizational interventions This volume presents lessons learned from derailed interventions and provides possible solutions to those tasked with

implementing interventions It provides an open practical and solutions focused account of researchers and practitioners experiences in implementing organizational interventions for health and well being

The Practice of Organizational Diagnosis Clayton Alderfer, 2011 The Practice of Organizational Diagnosis Theory Methods presents a new paradigm for examining the intergroup dynamics of organizations by combining the procedures of organizational diagnosis with the theory of embedded intergroup relations In this volume Alderfer explains the relevance of the paradigm concept for the present work shows the importance of intergroup relations in the formative organization studies reviews extant modes of organizational diagnosis and demonstrates the limitations of interpersonal and intra group theories He then presents the five laws of embedded intergroup relations as a response to the problems associated with the earlier work After comparing and contrasting alternative group level theories and explaining the several meanings of empirical support the author describes the empirical basis of the five laws Based on examining alternative codes of professional conduct and applying the five laws he provides his prescriptions for the ethical basis of sound diagnostic practice With the theory and ethical position in place he then explains procedures for conducting each phase of organizational diagnosis entry data collection data analysis and feedback He follows that by reporting the empirical bases for the methods used in the four phases The volume concludes by describing the courses and educational processes essential for educating people to conduct organizational diagnoses A recurring theme from beginning to end is that the lawfulness of human behavior in relation to organizations is as applicable to diagnosticians whether working alone or in teams as it is to their clients By addressing theory method data and values the volume presents a complete paradigm for organizational diagnosis

Diagnosing Organizations Michael I. Harrison, 2004-09-22 Click Additional Materials for downloadable sample chapter Many managers and organizational leaders face shrinking budgets growing competition and changing organizational alliances and missions A bewildering array of new technologies and management techniques offer help in handling these challenges To respond effectively and avoid wasting resources decision makers need to diagnose organizational conditions plan changes carefully and apply appropriate technologies and management techniques The Third Edition of the bestselling *Diagnosing Organizations* shows how consultants and applied researchers can help decision makers quickly and flexibly diagnose problems and challenges and decide how to deal with them Key Features Models for framing diagnostic problems identifying underlying conditions and providing feedback Methods for gathering and analyzing diagnostic data Processes for working on a diagnosis with clients and other members of an organization This thoroughly revised edition can help practitioners of diagnosis directly address concerns that are critical to clients rather than just provide feedback on current conditions and operations In an authoritative yet readable fashion author Michael I Harrison presents updated treatments of the uses of diagnosis evaluating organizational effectiveness improving team performance planning organization redesign projects and assessing organization environment relations and competitive strategy Also treated are the politics of change management professional dilemmas

and ethical issues confronting practitioners Professors of research methods across the social sciences will find *Diagnosing Organizations* Third Edition an invaluable text for their courses The second edition was widely adopted in departments of Management Public Health Nursing Education Public Administration Psychology Criminal Justice and many others **The Wisdom of Coaching** Richard R. Kilburg, Richard C. Diedrich, 2007 Essential articles originally published in the *Consulting Psychology Journal: Practice and Research* delve into what it means to coach senior executives in the world's major corporations This volume offers practical guidance through the numerous case studies, conceptual approaches and methods collected in this volume **Choice**, 2002 **The Best Books for Academic Libraries: Social sciences**, 2002 Books recommended for undergraduate and college libraries listed by Library of Congress Classification Numbers *Executive Wisdom* Richard R. Kilburg, 2006 Executive wisdom emerges from a complex matrix of factors that affect an individual leader's thoughts, behavior and emotions including his or her organization, biopsychosocial systems, behavioral interfaces, internalized human wisdom system and external and internal challenges Integrating large data this book talks about executive wisdom **American Book Publishing Record**, 2003 *Subject Guide to Books in Print*, 2001 Forthcoming Books Rose Army, 2002 **A Funder's Guide to Evaluation** Peter York, 2005 Traditionally funders expect evaluation to show that resources are being used wisely But evaluation can be a much more powerful tool for both funders and nonprofits Forward looking grantmakers and grantees are leveraging their evaluations ensuring that the time and money spent ultimately improves effectiveness for everyone This book shows how they're doing it including How the evaluative learning approach furthers ongoing improvement via collaborative stakeholder influenced evaluations How to bridge the differences in what funders and nonprofits need from evaluation How evaluation builds four critical capacities: leadership, adaptive capacity, management and technical capacity Seven steps a funder can take to build the evaluative learning capacity in nonprofits Thirteen specific evaluative learning strategies that funders can support Worksheets and assessment tools will help funders 1 assess their readiness to implement evaluative learning 2 develop a logic model 3 uncover grantees' current evaluation efforts and preparedness for evaluative learning and 4 use resources wisely when selecting an evaluative learning support strategy When the funding community supports evaluative learning nonprofits and funders together can figure out how to strengthen programs, better allocate resources and share successful models The Writers Directory, 2013

CUPA Journal, 2000 **The American Psychologist**, 2003 Includes proceedings of the 54th, 55th annual meetings of the association 1946-47 and proceedings of meetings of various regional psychological associations **CUPA-HR Journal**, 2001 *The Nonprofit Manager's Resource Directory* Ronald A. Landskroner, 1996-09-21 What kind of information and assistance is available to nonprofits on the Internet How do I find, recruit, place, train and retain the best volunteers for my organization Which new regulations and legislation affect my organization Where can I find help for writing grant proposals Which funding programs should I know about and how do I contact them If you're a nonprofit manager you probably spend a

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