

Reinventing Organization Development

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in Organizations

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ACHIEVING THE POTENTIAL

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in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, 2021-11-26 Volume 29 of Research in Organizational Change and Development includes ten contributions from colleagues around the globe with powerful insights and potentially relevant impact for researching and practicing organization change and development during and post the pandemic

Leader Evolution Alan Patterson, 2014-10-14 Most individuals who move into leadership positions experience the modern day version of trial by ordeal. It's sink or swim. To reduce the learning curve and create a more effective process, this book describes a road map for leadership development: a series of four stages that expand personal competence as well as create a broader impact on the organization or business. Each stage requires unique changes in thinking, perspective taking, and behavior, both those needed to acquire as well as those needed to jettison. The book is a pragmatic approach for self-motivated individuals to take control of their professional development by giving them the concepts, tools, techniques, and assignments to develop their leadership effectiveness where it counts the most: on the job. While highly relevant to new and existing managers, the book is ideally suited for technical professionals and leaders in technical organizations looking to develop critical leadership skills distinct from technical expertise. The concepts and principles are directed toward the individual for on-the-job application; however, this also serves as an organizational and leadership development resource for Executive MBA programs as well as a blueprint for in-house leadership development programs

The Science of Change Richard E. Boyatzis, 2024 The Science of Change integrates over 50 years of research in many fields into a unifying theory of behavioral change: Intentional Change Theory (ICT). This multi-level fractal theory is equally applicable to getting better at playing the guitar, achieving a department sales target, rallying a community to action over a toxic spill, or mobilizing a country to fight a pandemic. In this book, Richard E. Boyatzis examines each phase and principle of the theory and provides examples of sustained desired change at the individual, dyadic, team, organizational, community, and country level.

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