

Reinventing Organization Development

New Approaches to Change
in Organizations

ADDRESSING THE CRISIS,
ACHIEVING THE POTENTIAL

David L. Bradford & W. Warner Burke | *editors*

THE PRACTICING ORGANIZATION CHANGE AND DEVELOPMENT SERIES

Reinventing Organization Development New Approaches To Change In Organizations

Katrin Zwirgmaier



Reinventing Organization Development New Approaches To Change In Organizations:

Reinventing Organization Development David L. Bradford, W. Warner Burke, 2005-09-09 Praise for Reinventing Organization Development A hard hitting yet hopeful look at a field concerned with renewal that is in need of renewal itself This book is full of intelligent questions provocative appraisals and prescriptions for action that they serve Rosabeth Moss Kanter chaired professor Harvard Business School author Confidence How Winning Streaks and Losing Streaks Begin and End Wise invaluable advice that the field and its practitioners should heed if the field of OD is to take its rightful place as an applied behavioral science that can make a difference in the economic and human affairs of organizations Michael Beer professor emeritus Harvard Business School chairman Center for Organizational Fitness Few disciplines in decline have subjected themselves to so profound a self evaluation It should lead to a rejuvenation of the field Whether or not it does there is a great deal to learn here about organizations and relevant professional practice Russell Ackoff professor emeritus Wharton School University of Pennsylvania Two of the leaders of the field of OD have collaborated to present us with a compelling and controversial state of the art Len Schlesinger vice chairman and chief operating officer Limited Brands The book challenges OD consultants to think broadly about their organizational roles and to assert their rightful place in organizations Jean M Bartunek Robert A and Evelyn J Ferris Chair Professor of Organization Studies Boston College

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 Research in Organizational Change and Development Richard W.

Woodman, William A. Pasmore, Abraham B. (Rami) Shani, 2009-05-21 An annual publication featuring studies and theoretical work dealing with the topic of change in organizational settings Showcasing the approaches to organizational research whether they be quantitative or qualitative in nature it includes papers that bring fresh perspectives to classic issues in the field such as resistance and communication Research 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 Organization Development and Society Baruch Shimoni, 2019-03-11 Organization Development and Society Theory and Practice of Organization Development Consulting offers a new approach for the practice of organization development OD The new approach a habitus oriented OD

HOOD sees consultees thinking and behavior a result of habitus a cognitive structure developed historically in endless interactions between human behavior and social structures HOOD has two goals The first goal is to redefine the objectives of individually oriented OD The focus on habitus and social structure allows individually oriented OD scholars and practitioners to keep their subjective approach which searches for consultees inner world However this subjectivity searches not only for consultees psychological but their social dispositions It views the individual level the habitus as a site of social dispositions that from within the individual consultees generate thoughts and behaviors in a way that closely corresponds with the organization s social structure with power relations and social positions and with accepted metaphors and common language The HOOD links the concept of habitus to the field of OD and in so doing provides an alternative way to incorporate the individual and the social in OD HOOD s second goal is to re position OD between organizations and society and thus to produce a consulting practice that is both pragmatic and human It is pragmatic since incorporation of habitus enables the consultant to liberate consultees perspectives and behavior from the organization s social and structural hoops and to use these perspectives in processes of change and development Considering the habitus as central to consulting projects is human since it enables consultants and consultees to identify the responsibility for organizational problems and other phenomena not only at the level of the individual but also at the level of the organization and the environment outside the organization

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

Changing Organizational Culture Mats Alvesson, Stefan Sveningsson, 2024-12-24 How is practical change work carried out in modern organizations And what kind of challenges tasks and other difficulties are normally encountered In a turbulent and changing world organizational culture is often seen as central for sustained competitiveness Organizations are faced with increased demands for change but these are often so challenging that they meet heavy resistance and fizzle out Changing Organizational Culture encourages the development of a reflexive approach to organizational change providing insights as to why it may be difficult to maintain momentum in change processes Based around an illuminating case study of a cultural change programme the book provides 15 lessons on the entire change journey from analysis and design to implementation and how organizational members should approach change projects This updated and enhanced third edition considers the most recent studies on organizational change practice with new examples from businesses and the public sector and it includes one empirical study which uses the authors own framework enriching their practical recommendations It also draws on the latest theoretical developments including ideas of power identity and storytelling Changing Organizational Culture is vital reading for students researchers and practitioners working in organizational studies change management and HRM

Organization Development Joan V. Gallos, 2017-07-27

This is the third book in the Jossey Bass Reader series Organization Development A Jossey Bass Reader This collection will introduce the key thinkers and contributors in organization development including Ed Lawler Peter Senge Chris Argyris Richard Hackman Jay Galbraith Cooperrider Rosabeth Moss Kanter Bolman Deal Kouzes Posner and Ed Schein among others Without reservations I recommend this volume to those students of organizational behavior who want an encyclopedia of OD to gain a perspective on the past present and future Jonathan D Springer of the American Psychological Association

Organizational Change Piers Myers, Sally Hulks, Liz Wiggins, 2012-03 This textbook offers a combination of rigorous theoretical exploration together with practical insights from those who are responsible for managing change It looks at organisational change from multiple perspectives with the aim of helping readers navigate the landscape of change

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

Handbook of Organizational and Managerial Wisdom Eric H. Kessler, James R. Bailey, 2007-05-16 A brilliant and comprehensive introduction to the most seminal component of leadership wisdom The diversity of the readings and wisdom of the authors make this a most original and valuable addition to the management canon Warren Bennis Distinguished Professor of Management University of Southern California and author of *On Becoming a Leader* This wonderful compilation proves that management is as much art as science and that deep thinking can inform and inspire practice to be more humane ethical and yes wise Rosabeth Moss Kanter Harvard Business School Professor and best-selling author of *Confidence How*

Winning Streaks and Losing Streaks Begin and End If you'll forgive a pun this is a wise book about organizational and managerial wisdom. It shows what's possible when some of our best thinkers turn their collective attention to such timely subjects as EQ negotiation, global politics and individual and organizational ethics. Steve Kerr, Chief Learning Officer, Goldman Sachs and Past President of the Academy of Management. One of the most promising forthcoming management books. EUROPEAN ACADEMY OF MANAGEMENT. To wade into the topic, wisdom is to see organizing differently. To wade into this volume is to see wisdom differently. Both forms of effort embody a wonderful moment of wisdom itself. Karl E. Weick, Distinguished Professor of Organizational Behavior and Psychology, University of Michigan. Some interesting issues emerge when one views organizations from a wisdom-based perspective. Does technology promote or inhibit wisdom? How do HR systems, organizational forms, management practices and operational capabilities relate to wisdom? What are the ethical and social dimensions of wisdom? What makes a wise leader? Can wisdom be developed and utilized strategically? Do conceptions and manifestations of wisdom vary across cultures? Can one teach wisdom? Editors Eric Kessler and James Bailey have produced a ground-breaking compendium of globally renowned thinkers in the Handbook of Organizational and Managerial Wisdom. This Handbook systematically explores the characteristics of understanding, applying and developing organizational and managerial wisdom. Key Features: Organizes wisdom around the five primary philosophical branches: logic, ethics, aesthetics, epistemology and metaphysics. Applies wisdom in organizations and management through international examples that synthesize a set of practical principles for academics and practicing managers. Offers an outstanding collection of world-renowned scholars who give profound insights regarding wisdom.

Organization Development Mee-Yan Cheung-Judge, Linda Holbeche, 2015-05-03. Written by two of the leading experts in the field, Organization Development is a guide to the basic principles of effective organization development. A compendium of theories, practices, diagnostics, techniques and figures, it provides practical advice for identifying an organization's needs and determining the most appropriate course of action to maximize organizational capability. It provides an overview of the history and theory of OD and addresses the various phases, the role of the practitioner, aspects of power and politics and the human resources context. The book also discusses organizational design, culture change, managing transformational change and developing effective leadership. Bridging the gap between theory and practice, this fully updated new edition of Organization Development now includes coverage of complexity and chaos theory, new case studies describing OD practices and attitudes in countries outside of the US and UK and new chapters on change and culture and on employee engagement and wellbeing. The authors also have added emphasis on the collaborations between OD and HR functions. It provides a wealth of helpful advice for OD practitioners, HR professionals and those with an interest in helping develop their organization.

Creating High Performance Teams Ray Aldag, Loren Kuzuhara, 2015-02-11. Creating High Performance Teams is an accessible and thorough new introduction to this key area of business education. Written by team experts Ray Aldag and Loren Kuzuhara, this book

provides students with both a firm grounding in the key concepts of the field and the practical tools to become successful team managers and members Built on a solid foundation of the most up to date research and theory chapters are packed with case studies real world examples tasks and discussion questions while a companion website supports the book with a wealth of useful resources for students team members and instructors Centered around an original model for high performance teams topics covered include Building and developing effective teams Managing diversity Effective communication Team processes meetings performance management Dealing with change and team problems Current issues virtual teams globalization With its combined emphasis on principles and application interwoven with the tools topics and teams most relevant today Creating High Performance Teams is perfectly placed to equip upper level undergraduate and MBA students with the knowledge and skills necessary to take on teams in any situation

Visual Consulting David Sibbet, Gisela Wendling, 2018-09-25 Visualization in your own imagination on the wall and with media supports any consultant who is learning to design and facilitate transformational change leadership development stakeholder involvement processes and making sense of complex challenges This book from leaders in the field shows you how Building on Peter Block's Flawless Consulting it explains how to visually contract and scope work gather data provide feedback plan interventions implement and support on going sustainability in organizational and community settings Unlike Block's work Visual Consulting addresses the challenging problems of guiding organizational and social change processes that involve multiple levels and types of stakeholders with interests in both local and global environments It demonstrates how visualization and design thinking can be used to get more creative and productive results that are owned by everyone The practices described apply to organizational as well as diverse cross boundary consulting projects In this book you will Learn powerful visual tools for all key stages of the consulting process including marketing your services Understand the predictable challenges of change and how to successfully guide organizations and communities through them Learn how to collaborate with clients to get sustainable results Find tools for using visualization comprehensively for both inner and outer work Successfully guide change in both organizations and communities The fourth installment in the Visual Facilitation series this book teaches you how to activate the full range of visual tools methods and models to support stepping into successful contemporary consulting relationships

Posthuman Management Matthew E. Gladden, 2016-08-07 What are the best practices for leading a workforce in which human employees have merged cognitively and physically with electronic information systems and work alongside social robots artificial life forms and self aware networks that are colleagues rather than simply tools How does one manage organizational structures and activities that span actual and virtual worlds How are the forces of technological posthumanization transforming the theory and practice of management This volume explores the reality that an organization's workers managers customers and other stakeholders increasingly comprise a complex network of human agents artificial agents and hybrid human synthetic entities The first part of the book develops the theoretical foundations of

an emerging organizational posthumanism and presents frameworks for understanding and managing the evolving workplace relationship between human and synthetic beings Other chapters investigate topics such as the likelihood that social robots might utilize charismatic authority to lead human workers potential roles of AIs as managers of cross cultural virtual teams the ethics and legality of entrusting organizational decision making to spatially diffuse robots that have no discernible physical form quantitative approaches to comparing managerial capabilities of human and artificial agents the creation of artificial life forms that function as autonomous enterprises competing against human businesses neural implants as gateways that allow human users to participate in new forms of organizational life and the implications of advanced neuroprosthetics for information security and business model design As the first comprehensive application of posthumanist methodologies to management this volume will interest management scholars and management practitioners who must understand and guide the forces of technologization that are rapidly reshaping organizations form dynamics and societal roles

Transforming Toxic Leaders Alan Goldman, 2009-07-24 Unlike other books written on toxic leaders this book takes issue with the predominant view that toxic leaders are bad and destructive to their companies Rather the author argues that even highly productive leaders have some toxic qualities central to their success story The book redirects the conversation about toxicity in a more productive direction as toxic leaders are not just viewed as villains and liabilities but are also considered as potential assets innovators and rebels Working on the premise that toxicity is a fact of company life the book provides organizations with a model and blueprint on the advantages to be gained from skillful anticipation control and handling of troubled and difficult leaders In contrast to dysfunctional organizations that ignore toxicity or dwell on the perceived destructive impact of toxic leaders successful companies come up with resourceful innovative strategies for turning seeming deficits into opportunities

Human Resource Management in Health Care L. Fleming Fallon Jr., Charles R. McConnell, 2013-08-16 This book introduces human resources to practitioners and students in all disciplines related to health care and health service It covers important topics such as recruitment training termination legal issues labor unions and more Each chapter is introduced by a case study related to the material that follows and is resolved at the conclusion of each chapter along with expert commentary and practical suggestions that can be used in the real world Many examples and a number of sample forms and documents are included This edition has been re organized to reflect a better chapter flow and organization and offers all data updated throughout a new section on health care legislation a new section in each chapter Customer Service Box that emphasizes the importance of customer service in the context of the material presented in the chapter and completely revised instructor ancillary material

Human Interactions, Processes, and Contexts: Reflections on the Past and Envisioning the Future, 2014-01-31 This book is part of the Human and Organizational Learning ELP 25th Anniversary Celebration and explores the development of the field of Human and Organization Learning Various scholars that have participated with ELP cohorts over the 25 years of its existence share their unique perspectives and changes in

views on organizational change leadership complexity organizational culture and individual and organizational learning

Consultancy, Organizational Development and Change Julie Hodges, 2017-04-03 Organizations are increasingly investing in consulting capabilities to understand what changes they need to make to keep up the pace with the competition and future proof their business Consultancy Organizational Development and Change is a guide for students and internal and external consultants needing to develop the necessary skills to consult in organizational settings where there is a great deal of complexity It tackles the issues posing the greatest threat to the success of the change programme including how to adapt to rapidly shifting needs deal with the emotional and ethical issues that arise and ensure that the managers take full ownership for the change so that business as usual is established Complete with case studies from the Big Four consultancy groups as well as boutique firms Consultancy Organizational Development and Change shows how to identify and execute interventions in a variety of organizational settings to deliver value It provides guidance on how to develop a value proposition define write and present the business case for the proposed interventions establish credibility and report on the results

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